LOCAL GOVERNMENT SERVICE

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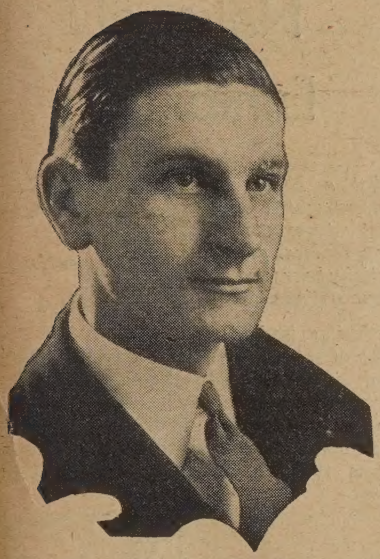
Public Well-being



NORMAN H. ROGERS

N.A.L.G.O. organised a Coronation Essay Competition open to every citizen for the Twelve Best suggestions on—***" How best to make known to the Community during Coronation Year, the Debt in Public Well-being which any given City, Town or Village owes to Local Government "***

The Final Adjudicator, Sir George Chrystal, K.C.B., Secretary to the Ministry of Health, Awarded the First Prize of Twenty-five Guineas to Mr. Norman H. Rogers, of the Finance Department, Croydon County Borough Council.

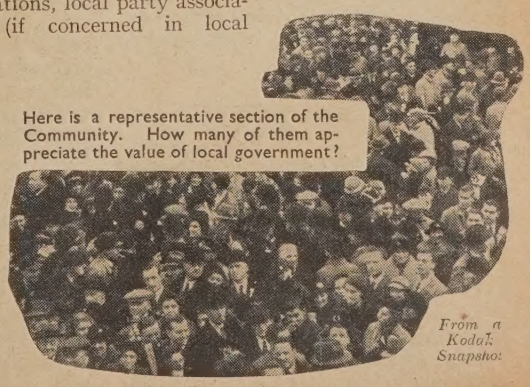
The Essay is Reproduced below :

HAS local government justified itself? Is public well-being any better to-day than a hundred years ago? The answers to those questions are assuredly in the affirmative, and to such an extent as to be startling. Indeed, one of the most striking features in the economic development of this country during the past century is that of the growth of local government. The ramifications of the system have been increasing at a pace almost bewildering, yet every addition has resulted in the accumulation of a further debt in public well-being by the community at large. To what extent the community is aware of that debt, except save where the well-being is direct or clearly defined, it is not easy to judge, but it is to be feared that, as a whole, the community is somewhat in the dark. It is, therefore, with a view to shedding some light that the ensuing twelve suggestions are made.

Introduction

The subject of this thesis involves two parties, " the community " which is to be informed of the " debt " and an unnamed body or combination of bodies—competent authorities—which is to diffuse that information. Thus, in introduction, it may be useful to indicate the general divisions considered in framing the following ideas. In actual fact, " the community " is an inclusive term, embracing both those who directly operate and those who gain benefit from the system known as local government.

The community may be divided into two broad groups, both of which are equally debtors—the adult and the child. If the suggestions are to be used in any way as propaganda for the study of civics, then the child section of the community offers a splendidly receptive medium. The adult, on the other hand, has a direct pecuniary interest; further, the adult has the actual responsibility of administering local government. The channels through which the subject of public well-being may be directed is, in the case of the child population, limited; the adult community, however, is a many-sided body, including commerce and industry, professions and government (local and central), employer and employee, sport and recreation, parenthood and culture, and so on. The system of local government includes each one of these aspects, and a programme for making known to the community the debt cannot be complete without their inclusion in the suggestions. Thus, in establishing contact with the community, due use should be made of ratepayers' associations, local party associations (if concerned in local



Here is a representative section of the Community. How many of them appreciate the value of local government?

From a Kodak Snapshot

A National Council of Civics

government), chambers of commerce, local sports associations, and such other organised sections of the community.

Then there is the second party. The fact that no particular body is mentioned permits the suggestions to cover a very wide range. It is assumed that the supply of knowledge should be forthcoming from the side of local government, rising from those bodies ancillary to the system, including the local authorities themselves and their associations, for instance, the Association of Municipal Corporations, Associations of Urban and Rural District Councils, together with the service side, the National Association of Local Government Officers. Co-operation between these bodies, each in their own sphere, in driving home to the community the knowledge of the debt in public well-being cannot fail to show good results, both in the standard of local government and in the appreciation of the vast possibilities of the system towards still further increasing public well-being. That apathy, unfortunately so often displayed in matters of local government interest, would be removed, whilst the focussing of the concentrated attention of the community on the debt in well-being of its township would undoubtedly react in favour of local government as a whole and develop " civic pride."

Together, the twelve suggestions, which must necessarily be complementary and capable of " dove-tailing," formulate themselves into a scheme of " public relations " between local government and the community, the better appreciation thereby established being to the definite advantage of the other. Co-operation between all concerned is essential. The success of any scheme would depend a great deal upon a national " plan " with local application ; opinion could be influenced towards this end through the agency of the many conferences which are held annually relating to the different aspects of local government.

Another factor which must necessarily exert an influence is that of finance, though most of the twelve suggestions put forward are capable of economical exploitation ; in other instances, business-like proceeding should prevent any undue loss, whilst, in the case of local authorities, such expenditure might be included in Coronation expenses.

That a National Council of Civics be formed for the purpose of making known to the community the debt in public well-being which it owes to Local Government.

Suggestion No. 1

The system of local government is one nationally adopted but applied and adapted according to the needs and circumstances of particular areas concerned. In a like manner, any suggestions for making known to the community should, for the sake of uniformity and strength of background, have national support. This " making known " proposal should be no mere isolated movement ; to gain greatest effect there should be, at the very outset, a " nerve-centre " to create the necessary stimulus of opinions and activity towards attaining the object.

Thus, the formation of a national body seems to be the first natural suggestion. Such a body would possess two main functions : one, the collection of necessary data and considerations relating to the state of well-being due to local government ; and, two, the dissemination of the facts, in palatable form, to the community, or " the man-in-the-street." For the collection of data, the co-operation of such organisations as the Association of Municipal Corporations, the Associations of the Urban and Rural District Councils, National Association of Local Government Officers, Institute of Public Administration and the Universities would be indispensable ; whilst, for the dissemination of knowledge, educational bodies such as the Workers' Educational Association, the Universities, the national body of the Ratepayers' Associations, Libraries Associations, and those associations responsible for assisting in promoting specialised sections of local government—e.g., National Association for Prevention of Infant Mortality, Chambers of Commerce and the professional bodies, many of which conduct courses of instruction for students, could be of practical assistance.

A national council so constituted would undoubtedly be in a unique position to promulgate a programme of national value, a programme capable of application by local authorities progressive and far-sighted enough to adapt it. Such a council would, in fact, set out to co-ordinate all those sections of the community concerned in the administration of local government. It would resolve itself into a concerted effort by that part of the community who know and realise the debt, to instil into the other part that same knowledge and realisation.

Only recently the publication " Local Government Service " stated : " So far as local government is concerned, 1937 is election year . . . but where the party system does not operate there will be the usual difficulty in arousing enthusiasm. This is particularly noticeable in the non-county boroughs, where perhaps nine-tenths of the population believes that the county council has nothing to do with the town." Here, surely, is sufficient justification for the formation of a national council of civics (or some similar body) to stimulate the interest of the community in local government.

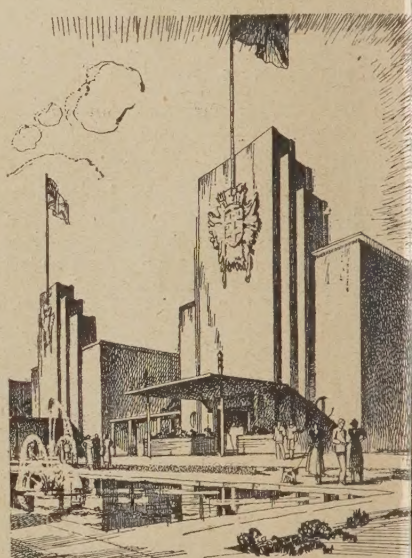
Finally, for complete success, the scheme must eventually reach out for local application, either by local authorities themselves, or through local branches of the constituent bodies in the national council, or both.

A National Exhibition

That a National Exhibition of Local Government be organised, or alternatively that a permanent exhibition of local government activity be created at (say) some national Museum.

Suggestion No. 2

Seeing is believing ! One of the most effective ways in " putting over " any subject to a community not at first particularly interested enough to read, or to listen, is to drive the subject home by way of the visual senses. Thus the institution of an exhibition



This is an artist's impression of the Pavilion designed to house Canada's attempt to illustrate the progress of government overseas, at Scotland's forthcoming Empire Exhibition

either of a temporary nature, organised on business lines in the same way as the numerous trade exhibitions, or in the form of a permanent sectional exhibition at the South Kensington or other national museum, which could, from time to time, be loaned to provincial museums, would be of definite practical assistance in establishing contact with the community.

Briefly, the " Trade " exhibition would consist of the usual stands occupied by three classes of exhibitors. There would be the commercial exhibitors, who would display their particular goods supplied in connection with local government, engineers in the highways and water supply sections, medical supplies, fumigants, etc., under the Public Health section, and so on. These exhibitors would, of course, contribute the largest proportion of the income of such an exhibition.

The second group would be towns and cities themselves. There would be the industrial towns—Manchester, Liverpool, and so on. Working models of the docks, the Mersey tunnel—all results of local government—could be included. **Here, too, would be clearly illustrated what the industrial section of the community owes local government.** There would be the seaside towns—developed by local government for the ultimate well-being of the community—such as Blackpool, Torquay, Scarborough, and so on. The airport towns, Doncaster and Carlisle, are later examples of local government ramifications.

The third group would embrace the services — models, plans and, where possible, demonstrations of the development and growth: for instance, water from rural pumps to the water supply system of reservoirs; the development of the fire prevention and fighting service; electricity and gas development; public health services of hospitals. The complete list is far too long to be elaborated here, but nevertheless this section of the exhibition would be an " eye-opener " to many electors.

The permanent exhibition would be a less ambitious project than the " trade "; it would, in fact, embrace in smaller detail the last two groups of the major exhibition. Working models, charts and displays would be the main feature; the exhibition could be assembled at very little cost by voluntary contribution of models by town or city councils or associations. Whilst the " trade " exhibition is undoubtedly one to be organised by a national council, the permanent " museum " exhibition could well be sponsored by an association such as N.A.L.G.O.

If suggestion No. 1 (the National Council of Civics) were in operation, such a council might take stands at other exhibitions: for instance, at the health and beauty exhibition, the " N. C. C." would show the part played by local government towards public well-being in provision of open spaces, public baths and health centres, to say nothing of the physical training programmes organised by the local education authorities.

A Director of Civics

That a Director of Civics be appointed in the areas covered by individual local authorities.

Suggestion No. 3

The previous suggestions have both been national in aspect, but this third idea brings the subject down to local application. Although the twelve suggestions herewith must, indeed, be co-related, each one, of course, should be capable of individual development, and the appointment of directors of civics (or persons with duties similar to those outlined herein) is a suggestion offering really big possibilities for such treatment. The adoption of the idea does not necessarily involve any national advisory or guiding body, its administration then being purely dependent upon the initiative of the person appointed.

A director of civics would, in fact, be a type of public relations officer. His main duty would be, during any other year as well as Coronation year, to make known to the community the debt in public well-being his particular city, town or area owed to local government. The methods by which he would attain his object will, in some part, be contained in subsequent suggestions.

By whom the director is appointed would depend upon local circumstances. Needless to say, the more " weight " the appointed person carried, or possessed in support, then the more effectively would he be able to function. Thus the *most* competent body to appoint such a director of civics would be the local authority itself. Such an appointment would not necessarily mean an addition to the staff, thereby involving increase in salary costs; instead, the duties might well devolve upon a member of the staff who might indicate an interest in that direction. Three departments suggest themselves: education, town clerk's, and libraries. The Education Department has first-hand knowledge in the art of " educating." In " making known to the community " the school child is an important factor—" The child is father to the man "—but, on the other hand, local government experience in the education department is limited to educational matters, and a director appointed from the staff of that department would be faced with the duty of first making himself thoroughly conversant with the whole aspect of local government. It should be, however, well within his power.

The (Town) Clerk's Department may claim that it is the focal point of all the activities of local government; there the system is administered and recorded, and a director of civics resident therein would have his material close at hand. But in general such a department is without that close personal contact with the community which is inherent to the Education Department so far as children are concerned, and to the Libraries Department, which concerns itself both with the child and adult population.

Indeed, the Libraries Department appears to be the most useful from which to appoint a director of civics. Educational to a degree, highly skilled in the art of reference, facilities for establishing contact with a large section of the community; in fact, all sections—commerce, cultural and civic, vitally concerned in matters of interest relating to the town or area, probably in a position to afford " house-room " for " museum exhibits " mentioned in suggestion 2, and enabling the lecture series to be utilised, the Libraries Department offers an almost ideal medium through which a director could conduct his operations.

As previously mentioned, the director's main duty would be that of " making known " to his community, which he would achieve by

(*a*) Local research.

(*b*) Organisation of lectures, displays, demonstrations, etc.

(*c*) Establishment of contact between local organised sections of the community.

(*d*) Co-ordination of educational services with a view to stimulating civic interest.

(*e*) Use of local press.

Such a director should be backed by a committee, say, a sub-committee of the Libraries Committee or of a General Purposes Committee, or even perhaps the Education Committee. But the details of

The Community may be approached through the press. Both national and local newspapers might be invited to give publicity to the debt owed to Local Government

administration of such an office would depend a great deal upon local or county circumstance.

Directors would probably welcome a general guide towards activities, and in this direction the National Council of Civics (suggestion No. 1) could be utilised. Failing that, however, but assuming the suggestion appealed to the fraternity of librarians, one of the libraries associations might be prepared to consider seriously this branch of activity and thus create a co-ordinating body.

An Interesting Press Campaign

Supposing, however, that local authorities did not adopt such a suggestion, then the appointment falls back upon a voluntary body. At present there are no local organisations unbiasedly interested in local government save, perhaps, in isolated cases such as Manchester—there, there is the group for research in administration and sociology, or the Institute of Public Administration; therefore, the seemingly appropriate body to make an appointment would be the local branch of N.A.L.G.O. The appointment would be voluntary, though the assistance of the various departments of the local authority would doubtlessly be willingly granted. National co-ordination in that case would be effected by the annual conference. Schemes would, however, have to be limited on account of finance. The success of the venture would, in the instance of local N.A.L.G.O. operating it, depend entirely upon the amount of sacrifice of spare time and the extent of the knowledge and spirit of progress displayed by the honorary director and his committee. However, N.A.L.G.O. has done great things by voluntary effort, so why not still more?

That an interesting Press "Campaign" (national and/or local) be conducted during Coronation Year for the purpose of making known, etc., etc.

Suggestion No. 4

Almost everyone reads a newspaper, either national or local or both. A "campaign" through the press, therefore, would be one which would "get at" the community.

But who would direct such a campaign? The National Council of Civics, if established, would be the obvious body, though, nevertheless, N.A.L.G.O. is in quite a good position to draw up a campaign in two directions. viz.:—

(*a*) Obtaining articles by prominent local government administrators and getting such articles accepted by the national press, and:

(*b*) Circulating to branches the suggestion and outline of a local press campaign.

Probably the best results would be achieved through the agency of the local press, who are always ready to sponsor anything directly dealing with the locality. A scheme involving the publication of a (say) weekly series of articles (accompanied by photographs and diagrams where necessary) dealing with the various aspects of the municipal service, contributed by principal officers, and/or councillors would undoubtedly meet with the ready co-operation of the press. Arrangements for procuring the articles could be made in the locality by (*a*) Director of Civics; (*b*) the Local Council; (*c*) the local Branch of N.A.L.G.O., or, from the outside, by the Editor and staff of the local newspaper.

The essence of the articles would be snappiness, interesting arrangement, capable of easy reading and generously illustrated. The articles should not be statistical enough to be "dry," but interesting enough to convey the necessary facts and ideas to the community, especially emphasising the "debt" in public well-being.

Civic Weeks

That "Coronation" or "Civic Weeks" be held, during which could be made known to the community the debt in public well-being, etc., etc.

Suggestion No. 5

The holding of a "Week" is an idea which should, normally, be sponsored by the local[illegible]ised serv[illegible]. Such a scheme cannot fail to [illegible] National Ass[illegible] spark of interest in th[illegible] of Inf[illegible]ctic of communities.

In brief, the "Week" could be conducted by (*a*) Director of Civics; (*b*) the Local Authority; or (*c*) a joint Committee of the local authority, ratepayers' associations, local chamber of commerce and other interested bodies.

During that week attention would be focused on local government by

(*a*) The press.

(*b*) Displays (the exhibition mentioned in suggestion 2 could be borrowed and housed in the library); the windows of empty shops could be used as "show-cases" for models or diagrams indicating, say, the growth of the local "services" or the rise in the standard of living of the neighbourhood caused by local government, such as a model of the "new flats," side by side with the model of the "slums" displaced.

(*c*) Organised visits by members of the community to Municipal Undertakings—Electricity and Gas Works; Sewage Disposal Works, Docks, etc.

(*d*) Public Departments could display specially drawn up diagrams and slogans—e.g., in the Rate Collection Department, slogans such as "Pay Your Rates With A Smile, They're Worth It!" or:

"Cheap at £10—Look What You Get for a 10s. Rate—then follows a diagramatic illustration of the services the rate covers."

Suitable posters could be displayed in Open Spaces—e.g., "Local Government Gave You This Fine Park. It's yours. Use It"; or, along a specially lighted highway, "Switch Off Your Headlights—Local Government Gave You This Fine Lighting System for ½d. in the £."

(*e*) Every public department should endeavour, during Civic Week, to outdo the others in portraying to the community what it has done towards increasing public well-being in the form of scenic, photographic and other illustrations understandable by the "man-in-the-street."

The co-operation of the Art Schools in drawing up illustrations and designs should be invited.

(*f*) Local shops which supply goods to be used by the local authority would probably co-operate by reserving space in their windows to display models or plans of institutions or undertakings, of course, leading up to a display of their own goods.

(*g*) Public service vehicles, operated by municipal bodies, could carry suitable display notices (similar to advertisements).

Without going to the extent of holding a Civic Week, a libraries department with the co-operation of the other departments, could with great effect organise

"Helping to make the New London"
—a photograph of the huge poster issued by a well-known firm, designed to show the beneficial services rendered to the Community

on its own a Civic Display some time during Coronation Year—adopting and adapting the ideas set out, to a more limited extent. A tastefully designed display, including of course, books on the subjects, could be appropriately introduced, and further co-operation of the local School of Art could be sought in the artistic production of diagrams and designs. In fact, we can almost visualise a complete set of panels on local government designed by students to be exhibited in the Exhibition.

Use of Schools

Elementary and Secondary

That, with the co-operation of the necessary authorities, Elementary and Secondary Schools be used as media through which to approach the junior community.

Suggestion No. 6

To make the *present* youth of the town "civic-minded" is but to make the *future* responsible citizens likewise. Thus, a great opening for making known to the community presents itself in the school population.

The kick, the thrill, and the romance of local government should appeal to senior children who would no doubt welcome the introduction of "civics." A programme of "civics" in the schools could be arranged by (*a*) Director of Civics in conjunction with the Education Officer and/or the Librarian; (*b*) the Education Officer alone, or (*c*) at the instigation of the local branch of N.A.L.G.O., who might offer prizes for essays, or arrange visits to undertakings.

A Civics programme would consist of:

(*a*) *Lecture talks* (in or out of school hours).—In school the lectures would be fairly serious, indicating the elementary principles of local government, leading on to their local application.

Talks out of school hours would, naturally, have to be a little more informal, something like "Tea-time Chats About Your Town." Lecturers should be varied, according to the particular aspect of local government concerned.

Lantern slides, epidiascopes, films and diagrams should be used for children where possible.

(*b*) *Mock Council Meetings.*—Children could be shown how Council Meetings are conducted; competitions could be held between Schools or Classes as to which could stage the best Mock Meeting.

(*c*) *"Civic Clubs" or "Civic Terms."* The extent of the practicability of these ideas depends upon the enthusiasm or "interestedness" of the individual in charge of the organisation. The principle of a Civic Club or Civic Term is that a school might form a club (like Stamp Clubs, Natural History Clubs, etc.), or, for a term, the School or a class might consider itself a "township." "Councillors" are elected by the scholars (after, perhaps, "electioneering campaigns"), "Principal Officers" are appointed, and together they administer in "theory" their "Town." The "Engineer" might draw up on paper designs for a new bridge or new road—he might even make a model. Of course, this would only be able to be applied to older pupils.

(*d*) *Visits to Municipal Undertakings.*—The principle of visits to municipal undertakings should be particularly encouraged. This is first-hand information on how an area is served.

(*e*) *Essay Competitions.* — Essay Competitions on "Civics" or "Local Government in my Town," etc., could easily be organised.

A booklet called "How Eastbourne is Governed" has been devised by D. Glickman, for use in schools. Its format is simple and it teaches about Local Government—one way how public well-being may be made known to the Community

(*f*) *Library Talks.*—Through the co-operation of the Libraries Department, during Coronation Year, a very interesting series about the Town could be arranged, which, coupled with the visits, should give a junior a very good idea what is owed to local government.

(*g*) *Boy Scouts.* — Although not strictly concerned with Schools, but, nevertheless, dealing with young people, is the suggestion that the Boy Scouts Association be approached with a view to the institution this Year of a "Civics" Badge. Boys should be encouraged to know something about the workings of their town and the inclusion of a Civics Badge would be a step in that direction.

"Civics" as a subject, should definitely become a subject in the curriculum of all schools. After all, it is a very vital subject, equally as important as cookery and carpentry; it is part of the everyday science of living and should be included in any economic studies of sixth forms.

Association of Electors

That Association of Electors—e.g., Ratepayers' Associations, be recommended to include in their 1937 programme, a consideration of existing services of local government.

Suggestion No. 7

Actually, these associations of electors already engage in the business of making known to the community the debt in public well-being, though, of course, with a particular view in mind and with a certain amount of "bias." Principal Officers and Councillors give sporadic lectures, but if these associations conducted a definite plan of lectures, accompanied by visits to undertakings, all with a definite view to making known to the community this debt in public well-being, then a considerable percentage of the community would be touched.

A Director of Civics would, of course, endeavour to "make contact" with these associations for the purpose of organising such lectures, whilst these associations would be invited to co-operate in any schemes such as "Civic Weeks."

Altogether, the previous suggestions may all be co-related or treated as separate units, but in many, the assistance of the associations of electors should certainly be invoked where possible.

Rate Demand Notes

That local authorities should make greater use of their Rate Demand Notes, and issue during Coronation Year and at other times, interesting leaflets or circulars for the purpose of stimulating the interest of the community in their debt in public well-being.

Suggestion No. 8

The "Humanising" of the Rate Demand Note is no new idea, but it could be effected at comparatively small financial outlay. Demand notes could, in many areas, have attached an additional fly-leaf capable of detachment, if necessary. Usually fresh demand notes have to be printed for each new period and, on the fly-leaf attachment, could be printed a "story" of the latest achievement by local government in the locality—e.g., the installation of a new dust destructor (designed to save rates, and, say, do away with an unwelcome "tip" somewhere in the town); or, perhaps, details of the activities of local government in connection with air-raid precautions. The Demand Note could be used to great effect for, each period, "pushing home" to the ratepayer the value of the use of the services for which he is paying. Photographs would enhance the "interest" value of the innovation.

Apart from the Demand Note, the issue of, shall we call them, "Civic Interest Circulars," from time to time, dealing with matters of local government interest would create new interest. At the beginning of the Summer Season, artistically designed little fold-over leaflets (cover in colour, if possible) could be printed—one, say, about the Baths establishments, with a story of their filtration, purification plants, etc.; another, entitled "Parks," giving details of the various Parks, the Bands in them, about Boating, Bowling, and the like. Such little efforts, tastefully produced, would not only make known to the community their debt in public well-being but they would result in increased use of the facilities created by local government.

The inclusion of a Leaflet with the Rate Demand Note, or the Electricity or Gas Accounts, or the issue of the leaflets through Libraries, Welfare Centres, and other public departments should be sufficient to cover all the needs of distribution.

Universities

That the Universities be invited to co-operate in "making known" to the community by introducing the subject of Local Government or Civics into their Extension Lecture Courses.

Suggestion No. 9

Though this is, initially, a "national" suggestion, University Extension Lectures spread out into the localities, often in co-operation with the local library or polytechnic, and are attended by a section of the community who is both interested and intelligent, a section which, in turn, may be in a position to pass on the knowledge obtained. These lectures reach out to young men and women and, if applied to the subject of Civics or Local Government, should be well received.

Indeed, taking the suggestion a step farther, Diplomas in Civics might be awarded, and in connection with N.A.L.G.O. enthusiastic Municipal Officers could either, after an "Extension Course" or a similar course arranged by N.A.L.G.O. itself (or, perhaps, arising from any natural aptitude) "graduate" as lecturers in Civics. The N.A.L.G.O. Summer Schools would assist towards this end.

A Film

That a Film on the Ramifications of Local Government be produced.

Suggestion No. 10

This suggestion needs but little further explanation. The expense of production of such a film would depend upon the extent to which the idea was pursued.

Once again, the subject would give the producer great scope in showing, either in story form—say, two individuals living through the ages in which Local Government was developing—or a straightforward instructional film. This would be useful for circulation through schools, libraries, educational bodies, ratepayers associations, and local branches of N.A.L.G.O. If a silent film, a descriptive booklet could accompany it, in order that a running commentary by a lecturer could be given.

Conferences

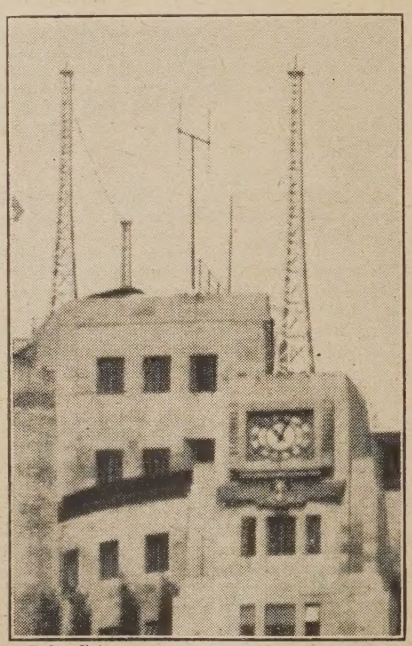
That the numerous conferences of various Associations be used as media for stimulating the "making known" of the debt.

Suggestion No. 11

The power of "making known" is in the hands of a comparatively small section of the community; to gain the ear of this section and to create an impetus to transform the latent power into dynamic activity is therefore an essential factor in any scheme to make the other, and far larger, section of the community equally alive to the debt due to local government.

At Conferences, Councillors and Principal Officers and those who comprise the "small section" of the community meet together to discuss specialised subjects; new ideas and suggestions are considered, and the atmosphere is a ready one for the absorption of any programme whereby the community might be made aware of the debt in well-being due to the particular aspect of local government under the administration of the particular association.

For instance, at a conference of, say, Librarians, a paper on "Telling Your Town," including many of the ideas set out in the previous suggestions, might well result in local libraries or Libraries Committees putting the idea into practice. Libraries have featured prominently in the suggestions; certainly not due to any personal bias, but rather due to the fact that, apart from "service" departments such as electricity or gas, the Libraries provide, perhaps, one of the greatest "contacts" with the community, both through the lending of books, and lectures. The Education Department certainly establishes contact with children, but the Libraries cater for children and adults and a "cultural" subject such as Civics is one which lends itself to such a department.



W. Jno. Upton.

A recent photograph of a section of Broadcasting House, the home of British radio, which it is suggested should play a part in making known to the Community the debt in Public Well-being that is owed to Local Government.

Radio

That the Radio be used as a medium for making known to the community, etc., etc.

Suggestion No. 12

Here again, the suggestion explains itself. A body such as the National Council of Civics would be in a wonderful position to provide material and lecturers for a series of talks on Local Government or Civics.

N.A.L.G.O., itself, doubtlessly would be able to arrange a splendid series of either talks, debates or lectures on the subject of public well-being due to local government and the B.B.C. would probably be prepared to co-operate.

Social Work as a Career

An increasing number of young men and women in this country both inside and outside the universities are interested in problems of citizenship and social welfare, and would gladly devote themselves to some form of social service as a career. So far as women are concerned outlets for this laudable ambition may be found in many different directions but there are still relatively few openings available for men which offer an adequate livelihood. In recent years, however, the development of the probation system has created opportunities of service in which men are required in larger numbers than women. Probation work is becoming a recognised department of public social service and as such merits the attention of all who are concerned with the choice of suitable careers.

The minimum age of appointment is 21 though the average age of selected candidates is much higher. The maximum age for appointment is 40, though appointments are seldom made over the age of 35. Retirement is compulsory at 65.

It must be remembered that the duties of probation work demand a certain maturity of outlook and experience. There is, however, an increasing number of assistants' posts in the more thickly populated areas which can suitably be filled by junior officers. Graduates and other young men and women attracted to the work have therefore reasonably good prospects of securing appointments. On the other hand, those who feel moved to take up this work at a later age will find that the experience of life will serve them in good stead

Kalamazoo CARD-FAST

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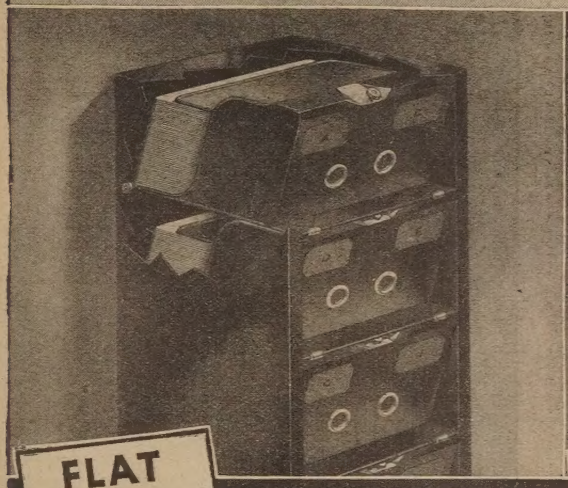

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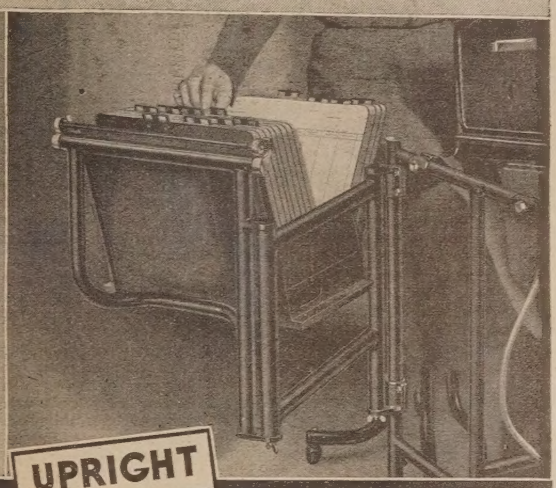

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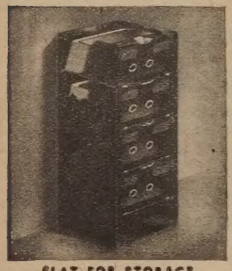

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N.A.L.G.O.'s

EDUCATIONAL TOUR

UNITED STATES and CANADA

Places of Interest to be Visited—No. 7

NEW YORK

There are, in New York, three fierce rivals for sky-line honours; the Empire State Building the Chrysler Building, and the R.C.A. Building, the latter the central figure in the group known as Radio City, the most breath-taking venture in real estate promotion known to mankind. Any one of those three buildings would be sufficient for any city except New York. But there they stand, shattering the ceiling of mid-town New York, glowering at one another across a distance of less than half a mile. And in between and round about rise other great structures which anywhere else would be objects of universal awe, but here, are so dwarfed by the trio of titans that scarcely anyone knows their names.

The Empire State Building stands at the corner of 34th Street and Fifth Avenue which, for the benefit of woman readers, is where our snappiest shopping district begins. Like Jack's beanstalk, it shoots straight up for 112 stories, and the top was designed as a mooring mast for dirigibles. Its importance hasn't been lessened by the fact that not even a toy balloon has been anchored to it yet. A series of three elevators takes you to the top of this building.

The Chrysler Building is located at the corner of 42nd Street and Lexington Avenue. That is just eight blocks north and three east of the Empire State. It skyrockets some 86 stories into the air and is capped by a silver helmet which, in turn, is tipped by a gigantic spear as though the whole business might shoot up some time and harpoon a star. One elevator is sufficient to get you to the observation platform of this building and it's well worth the trip.

The R.C.A. (Radio Corporation of America) begins its own plaza between 49th and 50th Streets, just a few steps west of Fifth Avenue, and it sends some eighty-five stories above ground. It is an immense stone shaft with a doorway of sculptured bottle glass and jutting terraces at various intervals on the way up. These terraces are landscaped to present a modern adaption of the Hanging Gardens of Babylon. Within this building are housed the facilities of the National Broadcasting Company, including a great series of broadcasting studios which range in size from intimate little rooms to auditoria that will seat 1,500 people. A daily population exceeding 30,000 toils within the offices that occupy this structure and the daily number of visitors is estimated to average 50,000.

Three Fierce Rivals for Sky-line Honours

Two elevators take you to the spacious promenade which forms the observation platform of this building. But should you get hungry or thirsty en route, you don't need to go any farther than the last stop of the first elevator, 76 stories up. There you have a choice of two restaurants; the Rainbow Room for those who can't eat oysters except in formal attire, and the Rainbow Grill for those who just want to be folksey and eat because they're hungry. If a resident may be permitted a suggestion, it is to choose the Grill. The view is the same; the service is just as good; the prices are about half and hardly anyone knows the difference between the two rooms anyway.

Flanking a sunken garden which serves as a frame for New York's most discussed piece of art, the statue of Prometheus, flagged-stone walks lead between box-hedges and fountains to a Versailles-like promenade which debouches upon Fifth Avenue across which, almost in a straight line, rise the twin spires of St. Patrick's Cathedral, New York's largest Roman Catholic church. Up the avenue, three blocks, at the corner of 53rd Street, is St. Thomas' Episcopal Church and said to be the outstanding example of Gothic architecture in the United States. In between and all around are fine stores.

It seems a bit of a shame to hop all of a sudden from this magnificence, to Broadway. For Broadway, in spite of all that the movies, the sob-sisters and the writers of slobbery lyrics have done to sentimentalize it, is something of a jade. It is at its best at night when the lights are on and the moving fingers having writ, write all over again. The grandest specimen in this almost total waste of electrical power is the huge Wrigley Chewing Gum sign, a full block long, a hundred feet or so high, containing 30,000 lamps whose business it is to depict in colours a flotilla of tropical fish blowing bubbles. Just what that has to do with chewing gum nobody exactly knows, but it's all very striking and, in more ways than one, it is a glowing monument to the strength and virility of American jaws.

Broadway was once the town's theatrical centre. It isn't that any more. There isn't any room left between the hot-dog stands, quick-lunch counters, honky-tonks, taxi-dance halls, beer gardens, burlesque and movie houses. The theatres have been jostled off into the side streets, but as most of them will

Down Town, New York

be dark in summer anyway, this won't be must interest to you.

Among New York's real summer attracti are its roof gardens. These are open-air eat places located on or close to the roofs of buildings. I'm sorry to say it, but the l of these is to be found in Brooklyn on the of the Hotel Bossert where, in a Marine at sphere, one can dine and dance in the o and gaze out upon the moving panorama t is New York harbour.

Moving into the realm of culture, it necessary to proceed a bit farther uptown the direction of Central Park, which is New York what Hyde Park is to Lond Here, on the east side of the park, facing F Avenue, is located the Metropolitan Museum, which is the British Museum of New World and just as full of an odd ass ment of almost completely useless and exp sive articles of one kind or another.

For the benefit of those who may come l quite prejudiced and perfectly sure that N York has nothing at all worth seeing, provis has also been made. It is quite possible arrive in New York by train and never o go into the open air and at the same t visit several of the best departmental sto take in a cinema or two; swimming in world's largest salt-water pool; wan through an art gallery and sleep and eat seven of the best hotels. But if any of want to do that you'll have to write me p sonally. The directions are a bit involved

Our rapid and totally inadequate tour Manhattan ends here. I hope that neit your rheumatism nor your gout has suffe seriously. And if, by chance, I have you rather muddled and you don't quite kn where you are, ask a cop.

OPTICAL TREATMENT

100% with a maximum of £1 5s. 0d. (including sight test) is paid towards all estimates given under classes 1, 2 or 3 of the scale of charges agreed upon by the Ophthalmic Benefit Joint Committee. Members who have not previously worn glasses must submit a Doctor's Certificate stating that Treatment is needed. Where an Optician thinks that an Ophthalmic Surgeon should be consulted an examination fee of £1 1s. 0d. will be paid by the Society.

DENTAL TREATMENT

100% of the cost of Dental Treatment and 50% of the cost of Dentures is paid in all cases where the estimate submitted is in accordance with the scale of charges laid down by the Dental Benefit Council.

SURGICAL APPLIANCES

75% with a maximum of £5 0s. 0d. is paid towards the cost of Medical and Surgical Appliances other than Dental and Optical Appliances and those provided as part of Medical Benefit.

CONVALESCENT HOME TREATMENT

Free residence at the Society's Convalescent Home at Matlock and the refund of railway fare. Members can also be admitted to any other approved Convalescent Home and each case will be considered on its merits.

HOSPITAL TREATMENT

100% subject to a maximum of £2 2s. 0d. per week (for a period not exceeding 4 weeks) towards the cost of maintenance in Hospital. When an operation fee is payable, providing the payment is made direct to the Hospital, and a Hospital receipt is obtained, two-thirds of the operation fee is paid, subject to a maximum of £8 8s. 0d. for a major, and £4 4s. 0d. for a minor operation.

NALGO APPROVED SOCIETY

ADDITIONAL BENEFITS

HOW TO APPLY

Before commencing any treatment or obtaining any appliance members must apply in writing to the Local Correspondent, or if there is no Local Correspondent, to the General Secretary, N.A.L.G.O., 24, Abingdon Street, Westminster, S.W.1, and must await the Society's authorisation and instructions. If this is not done and there is no reasonable excuse for the failure, loss of benefit may result.

WANT AND DISTRESS

Grants to members who are in want or distress. Each case will be considered on its merits.

MATERNITY BENEFIT

—additional cash benefit—

Increase of 10/- making a total of £2 10s. 0d.

"WHERE TO STAY" Continued from page xii.

SHANKLIN.—"Hazel Dell," Prospect Road. Superior Board Residence. Near sea, station. Liberal table, personal supervision. Terms moderate. Phone: 389.—**Mrs. Elliott.**

SHANKLIN, I.O.W.—Palmerston Private Hotel. Established 50 years under personal supervision. Facing south, centrally situated. All modern conveniences. Accommodation 50 guests. Write illustrated tariff.—**H. BOUND.**

SOUTHSEA.—"Highcroft" Private Hotel, South Parade. Facing sea, close piers. Bathing from hotel. From 2½ guineas. Ex. cuisine.—**Mrs. O'Connor. Tel. 317371.**

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The Gateway to the Grampians. Rich in Historical Associations. Glorious Natural Beauty. Splendid Walks. Good Golfing, Bowling, and Tennis. Accommodation at reasonable terms. Illustrated Guide (post free, 2d.) from Town Clerk (Dept. 6), Stirling. Holiday Return Tickets by L.M.S. and L.N.E. Railways.

ST. ANNES-ON-SEA.—6, Stephen Street. Mrs. Smith. Apartments or Board Residence. Near station and golf links.

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NETHWAY PRIVATE HOTEL FALKLAND RD. TORQUAY

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H. & C. Water all Bedrooms
Terms 3gns.to 3½ gns. Inclusive

Tariff gladly sent you
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TORQUAY.—Astwell Hall Hotel. 200 feet sea frontage, facing south. H. and c. in bedrooms (60,) central heating, ballroom. "Vita" sun lounge. Garage. Bathing from hotel. Special terms to Nalgoites. —Res. Prop.: **W. Riley,** Ex-Nalgoite, Scarborough Branch. **Phone 2698.**

TORQUAY.—Ludwell House, Cary Park, Babbacombe. Private hotel, standing in own grounds. Minute Park, tennis and bowls. 5 mins. sea. Near golf. Separate tables, every attention. Terms from 2 gns. Good parking. **YOUNG.** Phone 7834.

TORQUAY.—"Simla," Bampfylde Road. For happy holiday. Ideally situated on level. Three minutes Beach, Gardens, Amusements. 2½ to 3 Guineas. N.A.L.G.O.-R.A.C. Recommended.—**Wilson.**

TORQUAY.—"Ashley Rise," Babbacombe. ½ min. sea front, board residence, liberal table; terms moderate. H. & C. in bedrooms.—**Mrs. A. Clow. Phone 7282.**

TORQUAY.—23, Cedar Court, St. Marychurch Road. Central Torquay or Babbacombe. Bed and breakfast or apartments. Bus route.—**Mrs. Catlin,** ex-Nalgoite.

TORQUAY.—St. Davids, Falkland Road. Five minutes sea, station ½ minute. Garage. 2 to 3 gns. inclusive. Good English food. Personal supervision.—**Mrs. E. Goss,** Tel. 4483.

WHITBY, YORKS.—Facing sea and Spa. Separate tables. Terms from 9s. per day. Special terms early and late season.—**Mrs. McInnes, Victoria, 12, Royal Crescent.**

WHITBY.—"Greencroft," 9, Esplanade. Board Residence. Minute sea front, spa. Always open. Midday dinner. Lounge. 7s. to 9s. daily inclusive.—**Mrs. C. S. Coates.** Tel. 440.

WORTHING.—Savoy Hotel, facing Steyne Gardens. Adjoining sea front. H. and c. water, cen. heating. Ex. catering. Bathing from hotel.—**T. R. Taylor.** Phone: 600.

WORTHING—175, BRIGHTON ROAD
Telephone: WORTHING 2027
Facing sea; open all year; every convenience; comfort assured. Boarding or apartments; electric light; terms from 2 gns., according to season.—**Proprietress.**

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EXPERT TRAINING for all Professional Examinations. Guaranteed tuition until successful. Syllabus and full particulars on application to **The London School of Commercial Training, 19, Titchwell Road, London, S.W.18.**

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MISCELLANEOUS

WALLPAPERS.—Wholesale discount of 30 per cent off regular prices in the Academy Book of Wallpapers, to readers of this Journal.—**Walltones, Dept. (L.G.S.) 30, London Road, Croydon.**

BUNGALOWS TO LET.

ATTRACTIVE BUNGALOWS TO LET, Jaywick Sands, Clacton. Sleep 6 to 10. Fifty yards sea.—**141, Burnt Ash Hill, S.E.12.**

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Please send me, without obligation, full details of your five "Drive as you Pay" schemes.

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Informal Travels

To most people the opportunity comes at least once a year to break away from the routine of life and enjoy a spell of complete change, both in occupation and environment. A "cargo-boat" holiday is completely informal and possesses the unusual virtue of being "different" from the ordinary run of holiday arrangements. Bracing sea air, absence of formality, new and interesting aspects of foreign countries or home ports, are features of a cargo-boat holiday.

Why not take advantage of these arrangements made for you by Nalgo? It is a good idea to make up a small party. Details may be obtained from the Secretary, N.A.L.G.O. Special Activities Department, 24, Abingdon Street, Westminster, S.W.1.

STOMACH SUFFERE "One Mass of Bones"

There is nothing like continued stomach tro for "getting you down." If you do not prompt steps to stop even the slightest sig indigestion, flatulence or heartburn, you can r be sure what will happen eventually. Mrs. L of Crofton Park, for instance, lost weight alarmingly and suffered excruciating pain:

"With hard work and cooking, in hot, u ground kitchens," she writes, "I got indige and gastric trouble, and had several medicine tried everything and to no good It got so that even a little boiled water caused me to v I was one mass of bones, I got so thin. The was terrible. As a last resort, I thought I w try Maclean Brand Stomach Powder. Fron first dose, I found relief and the sickness sto I was soon able to take food again, until now eat almost anything without pain or ill-effect

Here is both a warning and a hint. Do treat *your* stomach pain lightly, however slig may seem. Take MACLEAN BRAND Sto Powder. Enjoy the quick soothing ease, assurance of freedom from more serious tro that this famous specific will give you as it given thousands of other people the country But make certain you get the original Ma Brand—the one that really does the trick. always for the signature "ALEX. C. MACLE on the bottle. 1/3, 2/- and 5/-. Powder or ta

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Ball and Socket

The most objectionable p a rupture support is inc strap and the tightness hand around the body, p larly during the summer m The latest Blunden Fly appliance **does not** rec **understraps** and there is **no tight pres** around the hips. The Flyweight gives absolute securi undreamed-of comfort, and in addition it can be us **home** or **sea bathing** as well as for general wear Flyweight will control your rupture **no matter severe.** To prove our claim we offer a **Trial for 5 Clear Days before payment.** Approved Societies a allow the whole cost. **You send no money, ther run no risk.** Write or call now and test this wonderful invention.

TEST BEFO YOU

BLUNDEN Surgical Appliance Co., Ltd. (Dept. 261A), 9, Oxford St., London, W.1.
Manchester Branch: 6, John Dalton St.

Notice

To Members of Boots Booklover Library.

In response to the suggestion of members it has been decided that in future years the renewal date for subscriptions to Boots Booklovers Library shall be the 1st of May of each year instead of the 1st of August as previously.

As a consequence subscribers are reminded that their subscriptions will become due on the 1st of August, 1937, for the period commencing on that date, and ending on the 30th of April, 1938. Thenceforth, the renewal date will be the 1st of May.

A reduction in the subscription for this short period will be made.

At Random

By "HYPERION"

THERE IS A SORT OF GRESHAM'S LAW ABOUT POLITICAL ARGUMENT—THE BAD DRIVES OUT THE GOOD, THE EXTREME THE MODERATE, THE SUPERFICIAL SLOGAN THE SUBTLE DISTINCTION.—*Quintin Hogg.*

Three Mahaffy Stories

Here are three stories about Dr. Mahaffy, the famous Provost of Trinity College, Dublin.

The local clergyman, who had preached one Sunday, asked Mahaffy how he had liked the sermon, to which that eminent divine replied that it had seemed to him like "the peace and mercy of God."

Much flattered, the country clergyman said that he had hardly hoped to reach such heights.

"Indeed, Dr. Mahaffy," he continued somewhat incautiously, "how did you arrive at such a comparison?"

"The truth of the comparison was thrust on me," intoned Mahaffy; "it was like the peace of God because it passed all understanding, and like His mercy because it showed every sign of enduring for ever."

* * *

It was Mahaffy's duty on one occasion to reprove an undergraduate for swearing in his presence. "Are you aware that by swearing you endanger your immortal soul; and, *what is more important*, incur a fine of half-a-crown?" It would be difficult to indicate an estimate of a man's value more neatly.

* * *

The third story is Mahaffy's reply when accosted by an officer of the Salvation Army in Sackville Street. "Sir, you may wear a white tie, but I have to ask you: Are you saved?"

"Yes," said Mahaffy, "but it was a damned near thing, and I don't like to talk about it."

* * *

Small Boy's Comments on the "New Arrival"

"No teeth, no 'air, no nothin'! Dad, you've been 'ad—it's an old 'un!"

* * *

Schoolboy's Essay on Elijah

"There was a man named Elijah. He had some bears and lived in a cave. Some boys tormented him. He said: "If you keep on throwing stones at me, I'll turn the bears on you and they'll eat you up. And they did, and *he* did, and the bears did.

* * *

Definition

Peacock: "A chicken in full flower."

* * *

This Age of Leisure!

It has been left to our generation to discover that you can move heaven and earth to save five minutes and then not have the faintest idea what to do with them when you have saved them.—*C. E. M. Joad.*

* * *

Compromise

If our lives are to be balanced, we must effect some compromise between two instincts: the desire of hoping one day to live successfully, and the instinct to enjoy life here and now.—*Sir Harold Bellman.*

Translation

In medio tutissimus ibis.

"The ibis is safest in the middle."

* * *

Simplifying Official Forms!

The following improvement on the official acknowledgment form was sent to me by a taxpayer about three years ago:

Dear Sir, *Date as postmark.*

* I have not received your letter of .....instant.

* I shall reply to your letter of..... instant,

in.....days. *

.....weeks. *

* I do not know how to reply to your letter of.....instant.

* I do not intend to reply to your letter of.....instant, nor to take any notice of it whatever, and you may do what you like in the matter.

Please accept my humblest apologies for the delay in replying.

Signed.....

H.M. Inspector of Taxes.

**Delete where not required.*

—*From a paper by M. Kliman in "Public Administration."*

* * *

Professional Rivalry

The Scottish sexton was pointing out the graves of the distinguished. "I suppose, William," said the minister, "you have buried one or more members of every family in the parish in your time?" "Gey near't!" Then in a querulous tone: "But there's thae folk in Powburn, they hinna sae muckle as broken grun yet!"

* * *

The Retort Courteous

A Warwickshire labourer overslept himself and turned up for work late. When knocking-off time came his master was surprised to see him don his coat very promptly. In response to a mild remark, the man said: "Well, master, us mustn't be late twice in one day!"

* * *

Relative Values

Said the farmer's wife to the chemist: "Be sure and write plain on them bottles which is for the horse and which is for my husband. I don't want nothing to happen to the horse before the spring ploughin'."

* * *

Financial Problem

"I will engage you," said the managing director, "at a half-yearly salary of £50, with a half-yearly increase of £5; or, if you prefer it, at a yearly salary of £100, with an annual increase of £20."

Which did the clerk choose, and why? Work it out!

* * *

Gardening Story

He was a very ancient gardener, who dozed most of the day leaning on his spade. One day he remarked to his employer: "This 'ere garden's overrun with slugs, sir. I can't keep pace with 'em."

"Yes," replied his master dryly, "I've noticed them whizzing past you."—*From "Medley."*

Salaries and Service Conditions

It is regretted that owing to pressure of space the following was omitted from the June issue of this journal.

Superannuation

THE following authorities have adopted schemes of superannuation under the 1922 Act:

Whitby U.D.C., Appointed Day, April 1, 1937.

Bishop Auckland U.D.C., Appointed Day, November 1, 1936.

Wombwell U.D.C., Appointed Day, April 1, 1937.

Todmorden R.D.C., Appointed Day, April 1, 1937.

Croft R.D.C., Appointed Day, July 1, 1936.

Richmond R.D.C., Appointed Day, April 1, 1937.

Sedgefield R.D.C., Appointed Day, April 1, 1937.

Salaries and Grading

DONCASTER Corporation has adopted a grading scheme for administrative, technical, professional and clerical staffs as from April 1, 1937. The Junior Grade provides for automatic increments as from the first day of the quarter following the date on which the qualifying age is attained, and ranges from £40 per annum at 16 years, to £105 per annum at 21 years. There are six grades following for adult male officers, ranging from a minimum of £120 per annum in the lowest grade up to a maximum of £400 per annum in the highest grade. Three grades have also been provided for females, commencing at £30 per annum in the Junior Grade, rising in the Senior Grade to a maximum of £150 per annum. An Establishment Committee is to be set up to review the salaries and grading of the members of the staff from time to time. The Service Conditions Clauses include provision for payment of salary during normal illness, annual holidays, examination grants, accelerated promotion, etc.

Barnsley Corporation has adopted grades A, B, and C of the **West Riding** Joint Council's Scales of Salaries in respect of the Female Staff. Grade A provides for automatic advancement from £45 per annum at 16 years of age to £100 per annum at 21 years of age. Grade B, which applies to officials irrespective of age, carrying out duties of a routine nature, commences at £110 per annum, proceeding by annual increments of £10 to £130 per annum. Grade C, which applies to officials irrespective of age, carrying out duties of an administrative and clerical nature, commences at £110 per annum, proceeding by annual increments of £10 to £150 per annum.

Horsforth Urban District Council has graded its officers in accordance with the recommendations of the **West Riding** Joint Council.

Canada tells America

An Extract from the Municipal Review of Canada.

" In stressing the efficient administration of the London County Council, the National Municipal Review (New York), in a recent article, pointed out that ' in assuming office, Labour members of the new London County Council had been reminded by party leaders of the necessity for avoiding charges of influence and jobbery in appointments, and had been ordered never to approach an officer in any matter of employment. The party similarly directed administrative officials not to accept applications for employment through any council member.'

" The fact of municipal efficiency and non-interference with permanent officials going together might appear strange to our friends below the line, but it is the usual thing in the Old Country. In fact, there was no need for Labour Party leaders to give any such instructions to their nominee members of the London County Council, for the reason that interference of any kind with the Council's officers would not be tolerated for a moment. Not only are the municipal services of Great Britain highly organised, but they have a recognised government status which protects their members from any jobbery or interference, or from undue influence in their work. Under such a sense of security the municipal services have not only attained a high standard of efficiency, but their officers realise their responsibility to their respective councils, particularly in administrative operations; for it is the permanent staff that actually carries on the administration of the municipality, subject, of course, to the checks imposed by the Ministry of Health, the council's functions being restricted to policy and legislation. And in this respect the London County Council is in exactly the same position as any ordinary municipal council. This sharp division of British local government into two functional parts—directional and administrative—has proved so successful that despite its wide field of operations particularly with regard to social services, it is looked upon as the most efficient in the world."

The following " Guiding principles for all Local Government Officers (and others) " has been prepared by the Deputy Medical Officer of Health for Luton, Dr. F. Grundy, M.D., M.R.C.S., D.P.H., Barrister at Law, who is also President of the Luton Branch.

Be circumspect !
Take care !
Think it, don't say it !
Say it, don't write it !
Mind your own business !
Draw it mild !
Discuss others only in business !
Suppress all curiosity !
Stick to the point !
Talk English !
Don't rub it in !
Despise not your enemy !
Be prepared for everything !
Acquire a reputation !
Keep smiling !
Sit tight !
The unexpected always happens !
Fortune favours the brave !

Nalgo Building Society

Annual General Meeting

The Fifth Annual Meeting of the Nalgo Building Society was held in the Winter Gardens, Margate, on Tuesday, May 18th. Mr. J. T. Baker (Chairman of the Committee of Management) presided and submitted the annual report. He said that during the five years the Society had been in existence nearly three million pounds had been subscribed by 18,000 investors. £190,000 had been credited to investors' accounts for interest, over 4,000 mortgages had been granted to the extent of 2¾ million pounds and a reserve of over £26,000 had been accumulated. The Committee of Management, therefore, felt they had every reason to be proud of the five years' service.

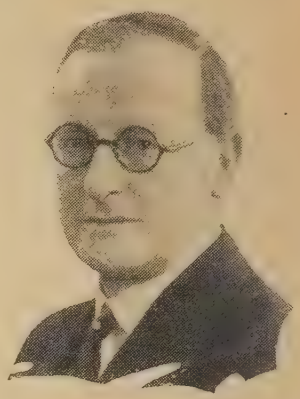
The meeting extended a very hearty welcome to Mr. W. H. Legh-Smith (City Treasurer of Liverpool), the new Honorary Treasurer of the Society, who submitted the accounts and balance sheet and stated that all the figures showed an increase over the previous year. The total assets amounted to £2,782,962, which included mortgage securities of £2,403,853, of which sum £924,528 had been advanced during the past year to 1,353 members of N.A.L.G.O. and their wives, an increase of £180,181 over 1935.

Mr. B. T. Healey (West Riding) called attention to the number of 100 per cent. mortgages which had been granted by the Society and inquired whether the Committee was satisfied that it was a safe policy to adopt, as members were liable to assume liabilities which they might find difficult to discharge. The Chairman said, while there were bound to be defaulters, the properties in possession represented only a small percentage of the mortgages. Many applications were refused because the Committee was not satisfied on a member's ability to repay. Collateral security was obtained in every case of a 100 per cent. advance.

In answer to Mr. S. H. Brodie (Glasgow), who asked for further details of an advance of £52,000 made to a non-member of N.A.L.G.O., the Chairman said that it represented a trustee security as the property was valued at £78,000 and a rate of 4½ per cent. was being charged.

The report and accounts were adopted.

On the motion of the Chairman, which Mr. J. J. Arthur (Greenwich) seconded, the following resolution was passed with acclamation :



Mr. J. T. BAKER

That this Annual Meeting of t Nalgo Building Society desires to pl on record its sincere appreciation of t invaluable services given by Mr. W. Lloyd, as Honorary Treasurer since t inception of the Society in 1932, wh have so largely contributed to stability and prosperity, and to w him every happiness on his retirem from that office.

Mr. Lloyd said that the work he h been able to do for the Society had giv him great pleasure.

The meeting considered a notice motion submitted by the Committee Management that, in order to ens continuity of policy, members of the Co mittee be elected for four years. Af discussion this was lost, and it was agr that election should take place annu and that a member of the Commit of Management who leaves the lo government service shall cease to eligible for membership of the Commit at the annual general meeting follow the date of his leaving the service.

The meeting proceeded to elect Committee for the ensuing year, Chairman stating that the National Exe tive Council of N.A.L.G.O. had under rules decided to nominate Messrs. J. Baker, W. H. Legh-Smith, W. E. Ll and A. Denton Ogden as its representati and they were unanimously elected. V ing took place for the remaining four sc with the following result :

		Vot Pol
Elected : Messrs.	W. W. Armitage ...	
	W. H. Whinnerah ...	
	S. H. Brodie ...	
	H. J. Altoun ...	
Unsuccessful :	A. Pinches	
	B. T. Healey ...	
	T. E. Brierley ...	
	A. Teale	
Nominations withdrawn :	A. B. Day	
	J. Y. Fawcett	

A hearty vote of thanks to the Chairm completed the business of the meeting.

Nalgo Building Society Free Advertising Service

SWANSEA (Glam.)—Semi-detached property in good residential area. Plot 27 ft. by 180 ft. 2 reception rooms, 3 bedrooms also 2 good attic bedrooms, kitchen, scullery, bathroom, 2 W.C.'s etc. Large garage. Range which heats the four principal rooms. No road charges. Electric light. Ground rent £6 p.a. Situated on main road. Price £750 or offer—Apply Miss E. M. Jones, St. Ann's, Manselfields, Murton, Nr. Swansea.

NALGO BUILDING SOCIETY

HELPS YOU TO PURCHASE A HOUSE ON THE BEST POSSIBLE TERMS

4 1/4% for a mortgage up to two-thirds of the value repayable over any term up to 25 years. The same proportion of the value will be advanced on "Fixed" Mortgage under which the borrower may pay interest only.

4 1/2% for a mortgage up to 90 per cent. of the value. Maximum term of repayment 25 years. In approved cases 100 per cent. of the value advanced for 20 years.

IMPORTANT

The interest on mortgages granted at 4½ per cent. will be reduced by ¼ per cent. as from the 1st January following the date on which the Principal sum outstanding is less than two-thirds of the value of a property.

To N.A.L.G.O.,
24, Abingdon Street,
Westminster, S.W.1

Send particulars of the Nalgo Building Society (House Purchase) to:

Name.....

Address.....

.....

Post in open envelope, ½d. stamp. 8

SPECIAL SERVICE TO BORROWERS

Should a borrower desire to dispose of his house the Society will help him to do so by advertising it in this Journal free of charge. If the purchaser is a member of N.A.L.G.O. and obtains his mortgage through the Society a substantial contribution will be made towards the purchaser's expenses.

ASK YOUR BRANCH SECRETARY FOR FULL DETAILS OF THE HOUSE PURCHASE FACILITIES OR WRITE DIRECT TO—

24, ABINGDON ST., WESTMINSTER, S.W.1

NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

HEADQUARTERS :

24, ABINGDON STREET, WESTMINSTER, S.W.1.

ALL HEADQUARTERS COMMUNICATIONS should be addressed to the General Secretary and endorsed with the appropriate subject, e.g., "Legal," "Insurance," "Finance," "Organization," "Education," or "Special Activities."

Telephone : WHItehall 9351 (6 lines). Telegrams : Natassoc Parl. London.

OFFICERS

President :
W. W. Armitage, Principal Assistant, Water Works Office, Sheffield.

Immediate Past President :
W. E. Lloyd, F.S.A.A., F.I.M.T.A., formerly Borough Treasurer, Hampstead.

Vice-Presidents :
J. L. Holland, B.A., Director of Education, Northamptonshire C.C.
E. J. Stead, County Surveyor, Somerset C.C.

Honorary Treasurer :
W. H. Legh-Smith, F.S.A.A., F.I.M.T.A. City Treasurer, Liverpool.

Honorary Solicitors :
England—P. H. Harrold, Town Clerk, Hampstead.
Wales—D. J. Parry, M.A., B.Sc., Deputy Clerk to the Glamorgan C.C.
Scotland—G. S. Fraser, M.A., B.L., Town Clerk, Aberdeen.

Trustees :
S. Lord, F.S.A.A., F.I.M.T.A., Borough Treasurer, Acton.
A. G. M. Archibald, Chemist, Chemist's Department, Glasgow.
T. Freeman, Chief Accountant, Treasurer's Department, Manchester.

General Secretary : L. Hill.

Deputy General Secretary, Legal Secretary and Insurance Secretary : J. Simonds, M.A., Barrister-at-law.

Accountant : H. G. Baker.

Organizing Secretary : J. B. Swinden.

Education Secretary : H. Slater, B.Sc. (Econ.), F.C.I.S.

Special Activities Secretary : H. Wright.

Divisional Secretaries :
Metropolitan and Eastern Districts and London County Council Branch : T. M. Kershaw, 24, Abingdon Street, Westminster, S.W.1. Telephone : WHItehall 9351.
North Western and North Wales District : Haden Corser, 2, Mount Street, Manchester. Telephone : Blackfriars 7668.
North Eastern and Yorkshire Districts : W. Cecil Wood, 12, East Parade, Leeds. Telephone : Leeds 24861.
East Midland, West Midland and South Wales Districts : J. E. N. Davis, York House, Great Charles Street, Birmingham. Telephone : Central 1836.
South Eastern, Southern and South Western Districts : F. Thomas, Room 60, Somerset House, Reading. Telephone : Reading 3880.
Scottish District : J. M. Mortimer, 67, West Nile Street, Glasgow, C.1. Telephone : Douglas 404.

COST OF LIVING

Below we give the average monthly percentage increase over the level of July, 1914, in the cost-of-living index for the past six months : January, 51 ; February, 51 ; March, 51 ; April, 51 ; May, 52 ; June, 52. The percentage increases in each of the five groups on which the index figure is based are as follow :

	Apr.	May	June
Food	35	36	36
Rent	59	59	59
Clothing ..	100	100	105
Fuel and Light ..	80	80	75
Other items ..	75	75	75

IMPORTANT DATES

July 3.—Opening of the Paris Summer School.
Opening of the Scottish Summer School at St. Andrews' University.
July 17.—Opening of the English Summer School at Lincoln College, Oxford.
July 31.—Third quarterly return of alterations in Register of Membership.

HEADQUARTERS AND BRANCHES

The following circulars have been remitted to branch officers :

JUNE 4

48/ORG/37 (To each branch secretary)
Concerning N.A.L.G.O. and the Registrars' Association.

50/GEN/37 (To each branch secretary)
Enclosing (a) a copy of the amended rules and constitution of the Association and (b) a copy of the revised form of application for "retired" membership. And stating that further copies will be supplied on request.

51/ORG/37 (To each branch secretary)
Setting out the resolution passed at the annual conference, 1937, concerning salaries and service conditions, and requesting the assistance of the branches in carrying out the mandate.

52/BO/37 (To each branch secretary)
(a) Enclosing copies of the regulations governing the administration of the Benevolent and Orphan Fund and a copy of the new rules of the Fund.
(b) Regarding the income of the Fund.

53/SA/37 (To each branch secretary.)
(a) Giving information about the holidays in Switzerland organized by the Association.
(b) Concerning articles which may be obtained in the Association's colours.
(c) Giving a note of the vacancies at the Holiday Centres.

JUNE 10

49/37 (To each local correspondent of the Approved Society.)
(a) Enclosing contribution cards for the 2/37 period together with the usual list and expenses forms, and requesting the return of any cards which cannot be delivered to the member concerned.
(b) Regarding the payment of local correspondents' fees.
(c) Setting out the rules for the forwarding of cards and claiming of local correspondents' expenses.
(d) Concerning claims for sickness benefit and enclosing a copy of a pamphlet for circulation.

JUNE 14

54/LOG/37 (To each local correspondent of Logomia.)
(a) Enclosing a copy of a Motor Hire Purchase folder, and setting out a form for requisitioning further copies.
(b) Stating that the terms for Motor Cycle Insurance have been revised and enclosing a copy of the new prospectus. Stating also where additional copies of the prospectus may be obtained.

55/LOG/37 (To each local correspondent of Logomia.)
Enclosing a copy of a Life Assurance circular for circulation amongst members and setting out a form for requisitioning additional copies.

Mudie's Library

Reduced Rates from the above Library may be obtained by Members of **N. A. L. G. O.**

Write and ask for a list of the Branches at which you can Exchange Books, together with a Form of Application.

N.A.L.G.O. Special Activities Dept.
24, Abingdon Street, S.W.1

N.A.L.G.O.
SWISS
HOLIDAYS

To Nalgo Swiss Holiday Department
Please send Illustrated Folder and Booking Form to :

Mr., Mrs., or Miss.....

.....

.....
(open envelope ½d. stamp)

Swim Suits

10/- each

Blazer 1st quality 28/6 2nd ,, 23/6
(1/6 extra if made to measure)

Slip-on Grey 7/- White 8/-

in N.A.L.G.O. colours

Wear a N.A.L.G.O. TIE

Illustrated price list obtainable from
N.A.L.G.O., Special Activities Dept.
24 Abingdon Street, London, S.W.1

LOCAL GOVERNMENT SERVICE

Editorial Offices: 24, Abingdon Street, Westminster, London, S.W.1. Telephone: Whitehall 9351 (6 lines). Contributions on topical Local Government problems are invited and will receive careful consideration, but the Editor cannot accept responsibility for the safety of manuscripts submitted for his consideration. No payment will be made for contributions unless they are specially requested by the Editor. Authoritative local news on matters having more than a purely local interest is welcomed. Legal and other inquiries relating to Local Government will be answered promptly. All communications should be addressed to THE EDITOR.

Advertisement Offices: A. Darby's Advertising Service, 24-26, Water Lane, London, E.C.4, to whom all advertisement communications should be addressed. Replies to Box Nos. must be sent to A. Darby's Advertising Service. Telephones: City 6686 and 6687. Telegrams: Darbiads, Cent, London.

Popular Local Government

IN this issue we publish the twelve suggestions submitted by the prize-winner in the Coronation Competition on Local Government. The subject of the competition was "How best to make known to the community during Coronation Year the debt in public well-being which any given city, town or village owes to local government." The suggestions submitted by all entrants for the competition indicated clearly that there are many clear-thinking people in the Local Government Service. The practicability of most of the suggestions and the great value which would ensue from their adoption was a source of gratification both to the Association and to the judges.

One entrant suggested that the best method of bringing home to the public the benefits of local government was to cut off the water supply, and to discontinue the services rendered by local authorities. Whilst being effective, this would obviously be impractical, but this serves to show how the community at large accept local government as part of their everyday life without at any time stopping to think of the benefits they receive through the Local Government Service.

The suggestions made by the prize-winner are practicable and should be effective in bringing the attention of the public to the benefit received. The suggestion that a National Council of Civics be formed is one which should commend itself to all local goverment officers. With the correct personnel such a council could build up a clearer conception of local government in the minds of the British people.

Local government to-day is still essentially a local "commodity." The formation of a National Council of Civics would tend to enable people to obtain a national conception of local government and to realise that the service of local government is equally as effective and important, if not more important than the service of the central government. The task of the local government officer increases daily. He is in more immediate contact with the community than is the civil servant, and it is to him that the lot of interpreting Acts of Parliament and putting into operation in each locality the policy of the central government falls. Local government has not been developed according to any plan; its development has been sporadic, but the prominent part which it now plays in the well-being of the community renders it necessary for us to pause in an endeavour to appreciate as a whole the work which is being done. There is obviously much room for co-ordination within each particular locality. The idea of popularising local government within a given town or city is developing, and, indeed, some cities, like most industrial firms, have appointed a public relations officer.

Much good work can be done by this means in enabling the citizens of a particular city to appreciate the value of the work of a particular local authority and the appointment of a director of civics for each town or city would be an admirable development. Local government officers themselves can do much to improve the understanding of the public. The service to-day is no longer a hybrid collection of professionally qualified people. That our members are awaking to this fact is evidenced by the discussion at conference on the question of a code of professional conduct. Whatever may be said with regard to the preparation of an official code of professional conduct it is true to say that the spirit which lies behind the suggestion and the discussions on this matter is a step in the right direction. It is only within recent years that local government officers are realising that the service is a profession and that the service is in great need of their work.

The suggestions contained in the Essay are commended to every local government officer. Each individual officer owes it to his job and to his profession to ensure that the value of the work he is performing has definite repercussions on the daily life of the people. Each branch would do well to consider the suggestions and to explore the possibility of securing that these suggestions are made operative in every locality, and that every local government officer contributes his share to the task of ensuring that the man in the street appreciates what is being done for him by the co-operation of the voluntary work of aldermen and councillors and professional work of the local government officer.

That there are many critics of local government and the services rendered by local authorities must be frankly admitted. How often does one find a ratepayer eulogising the work of a local authority or expressing appreciation of the services rendered by that authority? It is all too frequent to find the ratepayer laying complaint against the fact that some particular service in which he is personally interested has not been undertaken by the local authority, and consistently grumbling on receipt of his rate demand note, without ever pausing to think of the benefits he receives in return for his rates. The finest answer to critics of local government is to give them a history of the growth of local government and to show how it has been moulded and re-moulded to meet the needs of the community. By the concerted efforts of those in the service, the attitude of the man in the street can be changed, not in a twinkling of an eye, but gradually and laboriously until at last we can achieve a state in which local government is recognised at its true worth by aldermen, councillors, local government officers, and the great British public which it serves.

Message to the Prime Minister.

The following communication has been forwarded to the Prime Minister conveying to him an appreciation from the Association in the terms of a resolution passed at a meeting of the National Executive Council:

The Prime Minister,
House of Commons,
Westminster, S.W.1.

SIR,—I have the honour to convey to you the following resolution of the National Executive Council of the National Association of Local Government Officers:

"That the National Executive Council of this Association expresses to the Right Hon. Neville Chamberlain, P.C., M.P., the sense of pleasure felt by the great body of Local Government Officers whom it represents that one so experienced and distinguished in Local Government should have become the Prime Minister of England. It is recalled that Mr. Chamberlain, following the example of his father, engaged over a long period in the municipal life of the City of Birmingham, serving as Chairman of the Town Planning Committee, and succeeding to the office of Lord Mayor in the year 1915-1916."

I am, Sir,

Your obedient Servant,

L. HILL,
General Secretary.

Nalgo Approved Society

Annual General Meeting

Mr. R. W. COPPOCK

At the Annual General Meeting of the Nalgo Approved Society, held in the Winter Gardens, Margate, on Saturday, May 15, **Mr. S. Lord,** President of the Society, presided, and there was an excellent attendance of members.

M. W. E. Lloyd, as a trustee of the Approved Society, presented the Ministry of Health auditor's financial statement and cash summary for the year 1935, showing that the society's accumulated funds amounted to £207,214.

Mr. R. W. Coppock, as chairman of the Committee of Management, presented the annual report, saying that he did so with customary pride and confidence. He reported that the year had been one of progress, there had been an exceptional increase in membership, 2,720 new members having been enrolled; of this figure more than 1,000 were members transferring from other Approved Societies. The total membership now stood at 24,109, and the total investments of the society were £206,554. Mr. Coppock then referred to the local correspondents; 489 were assisting the society in its administration of the National Health Insurance Act. He thanked them all for the excellent service they had rendered to the society. Reference was made to those members of the Approved Society who had failed to maintain their membership of the parent association, and at the present time 44 members had been served with notices of expulsion under the society's Rule K, and unless they re-establish their membership by July 4, 1937 their membership would terminate on that date.

Mr. Coppock stated that the Additional Benefit scheme had been carefully examined during the past twelve months, and it had been decided that the scheme now in operation was the most advantageous to the majority of members of the society. In conclusion, Mr. Coppock warmly thanked the staff of headquarters for their willing assistance

Additional Benefits

Mr. S. H. Brodie, referring to the report on additional benefits, suggested that the matter should receive further consideration. During the course of discussion it was explained that the sum available for additional benefits was determined by the Government Actuary, and under no circumstance is the society allowed to exceed this amount. In addition it was explained that the sum to be set aside for additional cash benefits,—i.e., Additional Sickness, Disablement, and Maternity, was also determined on an actuarial basis, and that this sum when deducted from the disposable surplus could not be used for any other additional benefit, and the amount unspent on additional cash benefits would, at the end of the valuation period, be returned to the benefit fund account. If, however, the disposable surplus is devoted entirely to non-cash additional benefits,—i.e., Dental, Optical, etc., then if one benefit is in greater demand than another, the committee of management have power to transfer a certain portion of balances of the less popular benefits to meet the demands of the popular ones. By doing this the money available is spent to the best possible advantage. The question of whether the society should administer cash benefits, at the expense of the non-cash benefits, was put to the meeting, but defeated. Eventually the meeting agreed that the benefits were being distributed in the best possible way, and the report was then adopted.

With regard to local correspondents' fees, in view of the fact that the National Executive Council had promised that steps should be taken to remove any hardships that might be caused to any local correspondents, the minute of the annual general meeting 1936 was rescinded, and the one passed in 1931 was substituted, which provided for all appointments to the various offices of the sub-sections of the association to be made by the branches, and that each branch shall receive and be held responsible for all fees payable for the services rendered, and payment of remuneration to the persons appointed by the branch.

Committee of Management

The Committee of Management for the year 1937-38 was elected as follows: Messrs. H. Summerskill (Liverpool), J. W. Purchon (Leeds), F. Wise (Durham), T. E. Brierley (Coventry), S. Crawford (Salford), E. V. Steer (Sheffield), H. Counsell (Lancs C.C.), W. F. Ottewill (Kent C.C.), J. Crawshaw (Blackpool), E. Gentle (London C.C.), J. M. Jenkins (Glamorgan C.C.) and J. C. Wood (Oldham).

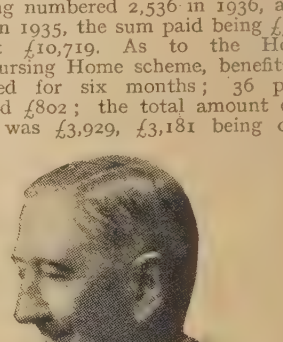
The meeting concluded by passing a hearty vote of thanks to Mr. Lord for his services as president during the past year.

Nalgo Provident Society

Three Years' Work and Progress

The 14th Annual General Meeting of th Nalgo Provident Society was held o Friday, May 14, in the Winter Garden Margate. Mr. W. H. Whinnerah, Truste (Manchester), was unanimously voted t the chair, and he was supported by Messr A. G. M. Archibald, W. W. Armitag S. H. Brodie, F. E. Cox, T. Freeman W. E. Lloyd, T. Nolan, L. H. Taylo J. W. Vince, and other members of th Committee of Management.

In the absence of Mr. W. H. Legh Smith (Hon. Treasurer of N.A.L.G.O. Mr. W. E. Lloyd, (President of N.A.L.G.O. submitted the financial statement an balance sheet. Last year the membershi was 20,604 against 16,402 in 1935. Membe claiming numbered 2,536 in 1936, again 2,344 in 1935, the sum paid being £12,68 against £10,719. As to the Hospita and Nursing Home scheme, benefits onl operated for six months; 36 perso received £802; the total amount contr buted was £3,929, £3,181 being carrie



Mr. W. H. WHINNERAH

forward. The number of members maki increased sickness contributions was 45 the amount contributed being £585 p annum. The accumulated "Rest" fund ha now reached £110,160; this averaged o at £6 13s. 2d. per member. The "Rest Fund was credited with 8½d. for each shillin contributed to the Common Sick Fund.

Deposit Account.

A sum of £19,946 was deposited compar with £19,903 for the year 1935; wit drawals amounted to £18,744, again £13,715 in the preceding year. Compoun interest at 2 per cent per annum had bee credited to members' accounts, makin £891; the sum standing to membe credit was £49,872. Four deaths ha occurred under the death benefit schem the total number of claims (28) paid i the last 16 years involved a sum of £58 the total standing to the credit of the fun now being £6,147. The number admitt to the Convalescent Home was 88 again 83 in 1935, the period of residence bein 170 weeks against 154. The grant of £1 per annum in addition to the charge two guineas a week paid for maintenanc of members was increased to £150 p

annum as from January 1 last. The Society's interest income had risen from £5,564 to £6,382.

The statement of accounts and balance sheet were unanimously received.

Good Rate of Progress.

The total number of subscribers to the Sickness Scheme (Table I) and Death Benefit Scheme (Table II) was 16,643. Persons insured under the Hospital and Nursing Home Scheme (Table III) numbered 4,767 (viz., members 2,907, wives 1,488, husbands 6, and children 366).

Proposed Permanent Sickness and Accident Insurance Scheme.

The Committee of Management also reported on the reference from the annual general meeting to consider the adoption of a permanent sickness and accident insurance scheme which would be complementary to the present sickness scheme but only to operate after the 90th day of incapacity. It was suggested that such scheme should operate as from January 1 next only if fifty persons signified their willingness to contribute and that it should be administered by the Provident Society. An actuarial report was obtained, in which it was pointed out that membership of both the present and the new scheme could not be permitted. Only 25 members had signified their intention to join, and under the limitation that number would be reduced to 15. Thereupon, after considerable discussion, the Committee of Management passed the following resolution: "That this Committee is not prepared to operate a scheme of permanent sickness and accident insurance because it is of opinion that such a scheme would act detrimentally to the sickness scheme (Table I), and, moreover, that there is not a sufficient demand for this class of insurance."

After a short discussion the meeting agreed to endorse the Committee's view.

Alterations of Rules.

Consideration was then given to notices of motion for the alteration of rules. A

(*Continued on page* 185)

Photo: Municipal Journal

Mr. J. CHASTON

It is interesting to note that Mr. Chaston has been appointed by the Minister of Health as a member of the Central Advisory Water Committee, which has been recently formed.

Education Correspondents

Area Education Committees, Examinations, Loans, Grants, etc., discussed at General Meeting

Over one hundred members attended the meeting of Education Correspondents which was held in the Winter Gardens, Margate, on Tuesday, May 18, 1937.

The meeting was opened by a short address by the Chairman of the Education Committee, Mr. J. Chaston. The Education Secretary, Mr. H. Slater, addressed the meeting on the work of Area Education Committees and the necessity for increased efforts to secure the establishment of Area Education Committees throughout the whole country. The Vice-Chairman of the Committee, Mr. C. A. W. Roberts, then outlined the work undertaken by the Liverpool Area Education Committee, and urged those present to discuss fully the difficulties experienced in organising Area Education Committees.

Miss I. Stansfield, (National Executive Council), suggested that group meetings of Education Correspondents should be held, to which the Education Secretary should be invited, so that greater interest might be fostered amongst branches in the educational work of the Association. Mr. E. M. Hutchinson (Surrey County Council) urged the need for co-ordination, and stressed particularly the fact that what was really necessary was a full educational policy and that branches should not select one item out of its context. He further suggested that meetings of Area Education Committees might be held in different places in order that wider interest might be fostered.

Some suggestions were made for detailed additions to the booklet, "The Local Government Officer and Education." The Education Secretary suggested that Area Education Committees might consider the booklet and intimated that the Education Committee would be pleased to receive any amendments which area committees or branches might desire to make.

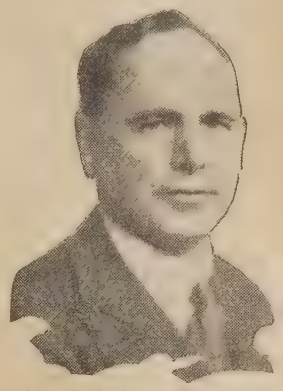
Mr. A. V. Hirst (Manchester) outlined the constitution of the Group Research in Administration and Sociology, and explained that they had arranged visits to hospitals and big stores, etc., to study the principles of administration.

Mr. S. W. Edwards (Cambridge County), outlined the establishment of the Eastern District Area Education Committee, and expressed thanks for the assistance he had received from the Vice-Chairman in the formation of this Committee. The Chairman expressed appreciation of the services of his Vice-Chairman and said that the inspiration came from the Education Secretary, to whom the thanks of the meeting were due.

The meeting then discussed the question of Education Correspondents' expenses, and the Chairman said that the matter would be considered at the next meeting of the Education Committee.

A lengthy discussion took place on the standard of the Association's examinations. Mr. S. H. Brodie (Glasgow) was of the opinion that the standard should be raised and that efforts should be made to secure a wider recognition, and that the exams should be recognised as equivalent to professional standard.

The question of obtaining loans for



Mr. C. A. W. ROBERTS

educational purposes from local authorities was discussed. The Chairman expressed a doubt whether local authorities had legal power to make such loans. Mr. J. L. Holland, Vice-President, suggested that those serving Part 2 authorities might apply direct to the Local Authority and that in the case of officers serving under Part 3 authorities application should be made to the County Council.

During the course of the meeting the Vice-President also pointed out that in the case of the Summer Schools it might be possible to obtain grants from local authorities to attend these schools. He suggested that where a Branch made grants it might be possible also to persuade the local authority to award an additional grant in connection with the Summer Schools.

Mr. N. Wilson (Birkenhead) submitted that the General Secretary should circularise all Branches suggesting that Branch Secretaries should notify their Education Correspondents of all junior entrants to the Service, so that such entrants might be advised of courses of study and educational facilities, etc. The Chairman said that he felt this was an excellent suggestion, and that it would receive consideration.

The Edinburgh Branch raised the question of publishing a list of the books in the Association's Lending Library. The Chairman said that a full report on the Lending Library would be considered by the Education Committee, and agreed that this point would be raised in the report.

Mr. N. Wilson, on behalf of the Liverpool Area Education Committee, suggested that a single-page leaflet setting out brief details of the appropriate examinations for the various departments, and the facilities offered by N.A.L.G.O. in regard to them, should be prepared and distributed. The Chairman agreed to ask the Education Committee to consider the possibility of issuing such a leaflet.

Mr. E. Hawkesworth (Leeds) suggested that a supply of films to branches was desirable, and urged branches to secure films. He instanced the arrangements that had been made for the exhibition of educational films.

A vote of thanks to the Chairman was accorded with acclamation.

Logomia Meeting

A Record Year's Work

The 46th Annual General Meeting of Logomia was held on Tuesday, May 18, 1937, at the Winter Gardens, Margate. Mr. S. Lord, Chairman of the Board of Management, presided.

On referring to the Annual Report submitted by the Board of Management, the Chairman said:

"It is again my very great pleasure and privilege to have the opportunity of presenting to you the Annual Report of the Board of Management which includes the Accounts and Balance Sheet of the Association for the year 1936.

The Annual Report records the most successful year from every point of view since the Association came into existence nearly 46 years ago. Our premium income, our profits, our reserves and our total funds show most substantial increases.

Life Fund.—At December 31, 1936, the Premium Income exceeded £54,000 and the total of the Life Funds was nearly £207,000. The net investment yield approximated 4 per cent.—£3 19s. 11d. to be exact—and the administration costs, including all commissions, represented only 8.56 per cent. of the premium income as against 8.93 per cent. last year — an astoundingly low figure.

There has been a slight increase in the average sum assured from £280 in 1935 to £292 in 1936

Our mortality experience during the past year has been very good, the number of claims being only 11, for sums assured totalling £5,107. In these figures is a claim under a Family Income Policy and the total of £5,107 includes the commuted value of our liability under that policy which amounts to £2,597, although the payments to be made will be spread over the next 17 years.

The Fidelity and General Account shows an increased income amounting to £11,488, whilst the claims amounted to £2,134. The reserve of £7,868 for unexpired risks appears very substantial, but I should explain that £7,344 represents the reserve for Mortgage Guarantees. The Mortgage Guarantee premium is a single one and the reserve is calculated on a decreasing basis, the reserve for the first year being as much as 94.12 per cent. of the premium; in the second year 82.35 per cent., and in the third year 70.59 per cent., and so on, until the reserve disappears in the ninth year.

Employers' Liability.—The Association's Employers' Liability Insurances are really bound up with Fire Insurances, because it is only in connection with Householders' Comprehensive risks that Employers' Liability cover is given. Small though this business appears, you will note from the details of the Fund, given on pages 10 and 11 of the Report, that we have doubled the amount of the reserve, which now stands at £1,005 7s.

The ratio of claims to premium income was 2 per cent., as against 5.93 per cent. in 1935.

Fire.—We are again able to report a considerable growth in the Fire business transacted for the past year, the increase in premiums being approximately £600 over the 1935 figures. The fire loss ratio to earned premiums was 17.11 per cent. The ratio for Burglary claims was 36.69 per cent. The whole of the year's profit on this account has been added to the Special Fire Reserve which now amounts to £7,396.

Your Board has recently had to take a serious step in connection with Fire and Householders' Comprehensive business, which was to exclude from all future insurances the risks of War and Civil War. That we have followed the lead of the Tariff Offices and Lloyds in this matter should be sufficient warrant for our action.

Motor Insurance.—We continue to report increased business under the special Motor Insurance scheme arranged for our members. It is common knowledge in the insurance world that during the past year the difficulties inherent in Motor Insurance have not diminished. It cannot be too forcibly impressed on the members who have motor insurances with the Association, that the premium rates depend mainly on the extent of the claims, and that motorists as a body have to pay for one another's accidents.

Hire Purchase of Motor Vehicles.—The Motor Hire Purchase scheme gives every indication of being popular with members who need cars in connection with their employment, and a number of officers have already taken advantage of the scheme. Not only because the Association's charges for Hire Purchase advances are lower than those of finance corporations is the scheme popular, but because the agreement is a simple one.

Since this scheme has been in operation, a number of applications have been received from members who desire to transfer their agreements from finance corporations to the Association, and, on going into those agreements we have been amazed at the penalties which are imposed for such a termination of the agreement. Potential car owners who desire to purchase through finance corporations should study the terms of the agreement with the utmost care before committing themselves.

Advances are made only in respect of new cars, and I promised last year, when the scheme was submitted for your approval, that it was the intention of the board, after having had 12 months' experience of the scheme, to consider whether second-hand cars might be included and the Board will have this question under consideration at their next meeting.

You will have observed an addition during the year of £1,858 to our *General Reserve Fund*, which now stands at £34,523. We had a number of small investments of under £500, which the Board decided to consolidate by sale and reinvestment. The sale realised a profit of £1,858, which could quite properly have been credited to the Profit and Loss Account but which the Board decided should be utilised in increasing the reserve.

The Year's surplus on the Profit and Loss Account was £6,161 16s. 7d., as against £2,150 18s. 8d. last year. This is the result after transferring £1,665 of the actual profits to increase the reserve on the Fire and Employers' Liability Accounts.

Our total funds exceeded £314,000, which is an increase of nearly £50,000 over last year.

I have no doubt you will agree that the policy-holders and the shareholders have every reason for satisfaction with the position of the Association as disclosed by the Accounts and I can assure you the policy of the Board is, and will continue to be, to increase both the usefulness and the strength of our valuable undertaking."

Concluding, Mr. Lord paid tribute to the services rendered to the Association by Mr. W. T. Halkyard, as a member of the Board for a period of over 24 years. He also paid tribute to Mr. Lloyd, who had resigned the Honorary Treasureship of N.A.L.G.O. and stated that the Board would still benefit by Mr. Lloyd's services, because the National Executive Council of N.A.L.G.O. had re-elected him as one of its representatives on the Board for the ensuing year. Mr. Lord also stated that he was pleased to be able to report that Mr. Legh-Smith, the new Honorary Treasurer of N.A.L.G.O. had been elected as one of the National Executive Council's representatives on the Board. He also thanked the Honorary Medical Referees, Drs. Barnes, Scrase, and Thomas, for their valuable assistance; the Local Correspondents for their successful work on behalf of the Association, and the Staff for their efforts during the past year. Mr. Lloyd, in supporting the Chairman, called attention to some of the special points in the Accounts. Mr. W. W. Armitage seconded the adoption of the Report, which was carried unanimously.

(*Continued on page* 196.)

Mr. S. LORD

Sports Facilities

—for the Local Government Officer

by Mr. T. F. Dunning

I have read with interest the articles in recent issues of "The Guildhall Gazette," the excellent quarterly organ of the Middlesex County Officers Association, anent the proposal of the Middlesex County Council to provide a Sports and Social Club for their Staff on land attached to one of the County Hospitals. Whether this gesture be due to the present urge for physical fitness, or to commemorate the Coronation, matters not: It is admirable news, and it behoves the Middlesex Staff to leave no stone unturned to enable acceptance to be forthcoming. They will have to realise, however, that even if the ground, pavilion and all appurtenances be absolutely gratuitous, running costs will be found a problem needing mature consideration, and unless the use is fully maintained—and that by the type of member who will utilise the centre as his Social Club also—I foresee the necessity of a compulsory annual subscription of no mean amount.

As I have pointed out, the attitude of the Middlesex County Council is very worthy of commendation, but whether it is possible of emulation by other public authorities is another consideration. County, County Borough and provincial authorities as a rule possess "parcels of land" originally acquired for hospitals, schools and other institutions, and usually, with the acumen peculiar to such bodies—under the guidance of their capable officials!—the acquisition of more than is immediately necessary is effected. Thereby is created the opportunity of utilising such surplus in a fitting manner by "loaning" or presenting it to worthy staffs for sports purposes. Grants towards expenditure on equipment of course would be welcomed, but might give rise to heated debate.

Some of the Metropolitan Boroughs on the fringe of the boundary have made concessions —more or less free—for staff sports. And again there are other authorities near London who have acted likewise, but one cannot imagine one of the inner Metropolitan Boroughs having a piece of land available to offer, in their goodness of heart, to their staff for recreative purposes. Nor, too, can one imagine the Councils of many provincial towns daring even to loan corporate land.

The practice of many great business organisations (banks, railways, etc.) in providing, in many instances entirely free of cost, facilities for staff sports, is one to be eulogised. But after all, in those cases the staff's labours create the firm's income mainly, and from marvellous profits can emanate marvellous gifts—a sort of "some for us and a bit for you." With corporate bodies, however, conditions are entirely different. They only have custody of a "privy coffer of the state," filled (never fully perhaps) from non-voluntary contributions by the ratepayers, themselves included, and their duty is to disburse such fund on necessary municipal activities with due regard to the founders of the fund. In consequence, therefore, you local government officers (ratepayers in most instances) cannot reasonably expect to get free sports grounds from the struggling Council—"struggling," I mean, to keep the rates down. That land might provide income!

"Blessed is he who expects nothing and gets it" is an axiom my respected father drilled into me when I was a boy—usually on Saturdays. It can be applied to you and so, to my mind, you should (because you've got to!) put on an air of independence and see what you can manage for yourselves.

Three methods are apparent. They are—provision by:

(a) An amalgamation of several branches in a locality to make up a total membership of at least 2,500.

(b) A District Committee—first in one locality and then as necessity arises in others.

(c) The National Executive Council of the Association—first in London (and don't pretend to be jealous my provincial colleagues, for you would all prefer to come to London for your inter-District and National games!) and then as opportunity and necessity arise, others in provincial centres.

Under (a) I say "at least 2,500" members, because it is absolutely essential to make provision of no mean order. It might be expected that 1,250 of the members would be sports-minded in some way or another and be prepared to contribute annually, and, not only use the ground for their outdoor games (football, cricket, lawn tennis, putting, croquet, etc.), but also the pavilion for their billiards, table tennis, cards, dances, entertainments, etc., thus ensuring the social element which, I can assure you, is vitally necessary as a source of income and without which no Sports Ground can hope to exist. I stress this from a long and close experience of club management.

(b) Recalls one of the bitterest disappointments of my life—one that I fear will before long be regretted, and very much so by the junior element of our Service—the failure of the Metropolitan District membership to support with sufficient enthusiasm the "Fairlop" Scheme propounded by the Sports and Recreations Sub-Committee about two years ago. That was an opportunity which should never have been missed. The National Executive Council, undoubtedly appreciative of the idea and after careful thought, were prepared to provide for us, free of cost, twenty-six acres of land costing £12,000, and lend us at modest interest monies for lay-out and equipment so that the Association could, as it should, possess a first class Sports Centre: Eight football pitches, four cricket pitches, up to twenty hard courts, a bowling green, and a pavilion capable of seating several hundred people, with plunge and shower baths and lockers for players. Naturally there was a proviso—the rank and file of members had to show some enthusiasm. One shilling per annum per member of the Metropolitan District would have provided the wherewithal to run that Scheme, and to many of us there was no doubt of its ultimate success. Moreover, though naturally everyone could not be "in the locality," the accessibility consideration could not have been better. If you do happen to "enthuse" hereafter it will have to be for a site "far, far, farther away."

Wouldn't (c) be ideal! What hopes? If we can get that "Nalgo Sports Council" for which I pleaded in the columns of this Journal in June, 1928, we may yet have a "Nalgo Sports Centre," and, as a great public service, take our rightful place with the Civil Service, the Navy, Army, Air Force, etc.—and even with the Banks and commerical concerns—in the world of sport.

Still, I hope the Middlesex County Officers get their Sports Ground, and if I know them at all I rest assured they will explore every possible avenue in an effort to accept the County Council's offer and show us whether such ventures can be successful.

Mr. T. F. DUNNING

Mr. "Fred" Dunning has been Hon. Sports Secretary of the Metropolitan District since 1931, but his interest in Nalgo sport dates back many years. In 1921 he and Mr. W. Percy Fox, then Organising Secretary of the Association, drafted the District Sports Scheme which has now developed to such proportions. Born at Burscough Bridge, Lancashire, Mr. Dunning spent nine years in Hull and then went to King's Lynn, in which town he entered the Town Clerk's Office on leaving school. After serving four years there he was appointed to the Battersea Public Health Department and two years later accepted an appointment in the same department at Paddington, where he is now Chief Clerk.

(*Continued from page* 183.)

proposition to amend Section 14 of Rule 3 was referred to the Committee of Management for consideration and report at the next annual meeting. A proposition by the Committee of Management to include the cases of members who cease to be in the service of the Association under section 4 of rule 11 was adopted, and a motion by the Glasgow Branch providing for members ceasing or terminating their membership or on attaining 70 years of age to receive interest on both their deposit account and Rest Fund calculated to the date when cessation or termination of membership takes effect, was referred to the Committee of Management for report at the next annual meeting.

Messrs. Jackson, Pixley & Co. were reappointed auditors, and Mr. W. H. Legh-Smith, Treasurer of N.A.L.G.O., was appointed Treasurer of the Society in place of Mr. W. E. Lloyd, retired.

Mr. R. A. Millar (Glasgow) asked whether the Committee of Management would consider the question of reducing the management fees payable by members and the persons insured by their membership under the Hospital and Nursing Home Scheme (Table III). The Chairman promised that the whole question would be considered and a report submitted at the next annual meeting.

Mr. T. Freeman was elected a Trustee of the Society in place of Mr. Whinnerah, who is retiring from the service, and a cordial vote of thanks to the Chairman, was passed with acclamation.

Mr. Whinnerah in appropriate words acknowledged the vote of thanks.

The Committee of Management also asked the meeting to place on record sincere appreciation of the invaluable services rendered by Mr. Lloyd.

Mr. Lloyd briefly and gratefully acknowledged.

A ballot was taken on the nominations for the new Committee of Management, with the following result: Elected: Messrs. S. H. Brodie (Glasgow), H. R. Jones (Wolverhampton), S. A. Hughes (Lewisham).

Letters to the Editor

Correspondence is invited, but the Editor cannot accept responsibility for the views expressed by correspondents. No letter will be published unless accompanied by the name and address of the sender, but a nom de plume may be sent for publication. The Editor wishes to devote space to all the letters which he receives for publication, but he cannot do this unless correspondents will make their letters "short and sweet." He reserves to himself the right to shorten letters, so as to publish more of all rather than much of a few.

A Code of Professional Conduct

Sir,—The questions raised by the decision of the Margate Conference that a code of professional conduct should be prepared for local government officers demand fuller consideration than they have been given either at Conference itself or in your leading article in the June issue of LOCAL GOVERNMENT SERVICE.

It is somewhat alarming that a motion such as that submitted by East Ham, which, if we believe its supporters, involves matters of the highest importance, should be passed by the Association's legislative body with so little discussion. This motion was proposed in a carefully-prepared essay delivered with a few oratorical mannerisms, and although the unrest which it provoked was overshadowed by applause at its conclusion, it did not carry Conference away. The Glasgow amendment was moved while delegates were still reasonably calm. It was the irruption from members on the platform with fervid speeches, quite irrelevant to the contents of the proposal and dwelling with emotion only on its alleged idealism, that stupefied the opposition of all voices save one.

Opposition is, however, justified by close examination of what a Conference, surfeited with business of obviously secondary interest, took at its advertised value.

The project is recommended as a means of inspiring officers with high ideals. The object is as praiseworthy as the means proposed are inadequate. Is it possible to produce from any walk of life half-a-dozen instances where a professional code has inspired anyone? The analogy from the medical profession is entirely misleading. The professional status of the doctor is based partly on his skill and devotion but quite appreciably also on his position as the legitimate descendant of the medicine man who has powers of life and death over the uninitiated. The code which the British Medical Association enforces is meant to safeguard the doctor's economic position, and the same intention pervades all professional codes.

It is possible to agree with East Ham that apathy is a prominent, and perhaps the prevailing, sentiment in N.A.L.G.O. and the service as a whole. It is, in fact, possible to go further and say that hypocrisy, back-biting, ignorance and incompetence are all clearly observable also. But these qualities are common to all men. Their presence in the local government service has as much to do with vegetarianism as with a professional code. The contention that there is a connection is assertion only and cannot be justified by facts.

The ideals which govern a man's conduct are his own, and it is the spirit in which an action is performed that marks its ethical value. There is nothing more inherently noble about local government than there is about bricklaying. If there were, then some of the complex activities of the service would be more naturally honourable than others and we should have to determine the relative degrees of nobility of rating and valuation, child welfare and sewage disposal.

The problem of professional conduct is the problem of conduct generally. When men can put into the local government service the highest ideals of which they are capable then a professional status based on those ideals may be justified. But this can only be done when men have the ideals to use and it is pertinent to ask whether any potted morality which N.A.L.G.O. can produce is likely to supply them. There is no lack of noble philosophies in existence already and it is no insult to the National Executive Council to question their ability to improve on, for example, either Socrates or St. Paul.

The new recruit is not a separate problem. If he has no morality to guide him when he enters the service the professional code of an organization which is obviously more concerned with other matters will not make much appeal to him. If he does not already know that embezzlement is wrong, its prohibition by N.A.L.G.O. will not alter his attitude towards it. The East Ham picture of N.A.L.G.O. as "the stern guardian of the Local Government Service" has attractiveness, but it is the attractiveness of the coloured picture postcard, with its perfectly symmetrical outlines, its super-natural colouring, and complete unreality.

It has been urged that to have rejected the motion would have been to give a false impression to the public. But the only impression which N.A.L.G.O. deserves to make is by its actions. It will be a disgraceful trick if by producing this code we try to persuade men that we are other than we are. Only hypocrisy is ashamed to admit that the local government officer enters the service to earn his living and to talk of "grand social purpose" in relation to a youth earning fifty pounds a year for stamp-licking and form-filling is to encourage cynicism.

It is proper for N.A.L.G.O. to concern itself with ideals in the service. But as a professional body it is entrusted with a particular approach to the subject. A Greek philosopher advised his pupils first to obtain a competency and then practise virtue. It is N.A.L.G.O.'S duty to make it possible for local government officers to earn a competency while he practises virtue. And virtue, though it will flourish under hard conditions, flourishes best where economic cares do not oppress.

There is a duty which will keep the National Executive Council from idleness for many years to come. It involves harder and less gracious tasks than the preparation of moral maxims, but it has the righteousness of honest work. And the energies of the Association will be better thus employed than in window ssiaz.

I am, Sir,

Your obedient Servant,

E. M. BETTENSON.

Party Politics

SIR,—With reference to the interesting correspondence in the LOCAL GOVERNMENT SERVICE on party politics, are not some of your correspondents mixing the individual and the association attitude in the matter? Whilst I as an individual may exercise all my rights as a citizen, fearlessly, because I take the responsibility and consequences, should our Association which I presume includes members believing in all parties, and who serve all parties, ally itself to any one party?

Yours faithfully,

DONALD MCDOUGALL.

14th May, 1937.

SIR,—I read with great interest the article in your columns on local government officers and party politics, and also the subsequent correspondence. With your permission I should like to contribute to that correspondence.

I shall not attempt to convert those who hold a view contrary to mine, for I am aware that they are not easily persuaded. But I should like to make three appeals.

Firstly, I appeal to those who believe that the nature of local government service does not necessitate the abrogation of that freedom of speech which is the common right of Englishmen, I appeal to them to communicate their views to this journal. By so doing they will encourage those who agree with them, but who believe that their numbers are so small that they must bow to the majority.

Secondly, I appeal to you, sir, to publish as many such letters as possible. You have already given considerable space to them, but I hope you will be able to spare yet more.

Thirdly, and this is probably most important, I should like to know to what extent the views put forward in the original article represented the attitude of N.A.L.G.O. and should welcome an official statement in these columns. Advice is not enough. Members have a right to know how far N.A.L.G.O. would support them in the event of local authorities taking disciplinary action against them on account of their political views and activities.

Yours truly,

"FREE SPEECH."

SIR,—In your May issue correspondents discuss membership of political parties. But party politics is dead. The destiny of man is no longer decided by contest between teams. The form of Government and Opposition exists in Parliament, but the spirit is no longer there.

One of the features of the time is the resurgence of the *ad hoc* body. School and Guardians Boards have gone, but there is the Electricity Board, Marketing Boards, Unemployment Assistance Boards, and, touching Local Government more closely, there are Development Councils. What has still to come is the emergence of the private citizen who, in his private capacity will see his private business as part and parcel of the business of the nation (as in former times landowners did), and will begin to carry on his transactions in the light of the fact that they are part and parcel of the nation's transactions.

When that comes about the business of the Local Government Officer will be less to administer statutes and by-laws than to advise the private citizen how, in a practical sense, to rule himself.

Yours faithfully,

JACOB J. BERLIN.

Philately

SIR,—N.A.L.G.O. social activities take various forms, such as Dances, Dinners, Rambles and Sport, but recently the Hastings Branch have included Philately in the scope of their social programme. Although this section

was only commenced in January this year, there is a membership of 20 at the present time. Monthly meetings are held at which displays are given by well-known philatelists and our own members. The Hastings Philatelic Section is anxious to know if there are any other branches of Nalgo that have organised similar sections and, if so, whether they would be prepared to exchange ideas as well as stamps with this branch. Also, should there be Nalgoites who receive colonial or foreign stamps in their post, perhaps they would be good enough to forward them to the Secretary of the Nalgo Philatelic Section, Borough Treasurer's Department, 40, Wellington Square, Hastings, who would arrange for their disposal and any proceeds from the sale would be given to the B. & O. Fund. This will have the two-fold object of assisting a very worthy cause and providing additional interest in an extremely fascinating hobby.

Yours faithfully,

C. F. HAYWARD,
Secretary, Philatelic Section,
Hastings Branch.

11th May, 1937.

The Town and County Hall Series

Under the auspices of Messrs. George Allen and Unwin Limited a series of books of strong Local Government interest is in the course of preparation. The first by Arthur Collins entitled "The Ratepayer's Money," price 5s., has already been published. There are to come "The Problems of Town and Country Planning" by Sir Gwilym Gibbon, "Municipal Trading" by Dr. H. Finer, and "Government and Misgovernment of London" by Dr. W. A. Robson.

The title of this series was at one time "Town Hall Series," but recently this has been changed for a title of wider significance, namely, the "Town **and County** Hall Series."

Cardiff Clerks Keep-Fit Campaign

N.A.L.G.O. members in Cardiff, inspired perhaps by the National Keep-Fit campaign, seem this year to have developed a great enthusiasm for sports of all kinds.

This enthusiasm has culminated in addition to the Bowls Section, which has been flourishing for some years, in the revival of the Tennis Section, and the establishment of many new sections.

The newest and largest of these sections to date is the Swimming Club, which has 125 members, and is still growing. The charges are low, but enthusiasm is high, and the available swimming facilities are used to full advantage. The avowed object of the club is to make every member a swimmer, and every swimmer a better one, as well as providing healthy recreation and pleasant relationship for all.

The other sections, comprising Table-Tennis, Cricket, Soccer, Rugby, Hockey, Keep-Fit Class and Dramatics, are all proceeding, or preparing for the appropriate season.

There are hopes that a Central Sports Ground may eventually be obtained, to house most of these activities. Great difficulties arise, but there is reason to hope that these may eventually be overcome.

—Carry on! Cardiff!

A Sequel

As a sequel to the article by Mr. A. A. Garrard in the May issue of this Journal, entitled "Help for the Unemployed—What Can Nalgo Do?" dealing with the accomplishments of the National Council of Social Service in dealing with the Unemployment problem, the following article is submitted.

MIDDLESBROUGH will shortly be in a position to give practical expression of its sympathy in the social welfare work among the local unemployed.

The Middlesbrough Council of Social Service, which is making a commendable start in reorganising the vital and well supported activities in the two unemployment centres since the demise of the Tees-side Council of Social Service, is about to issue a public appeal for financial support to carry on the work, not only at the two centres, but also at a new centre which is proposed to be opened in East Street.

The executive committee of the Middlesbrough Council has already received great encouragement in its aim to raise the necessary funds. As soon as the effort was first mooted, the Middlesbrough branch of the National Association of Local Government Officers expressed its desire to play its part.

£40 Assured

A quick canvass of its members produced the definite promise to contribute at least £40 a year, and also the assurance that this annual subscription would be increased, provided other sections of the community also played their part.

At a meeting of the executive committee last night, presided over by Councillor A. Thompson, Mr. George Hutchinson, a member of the committee who was also largely responsible for this effort, was asked to convey thanks to the members of the local branch of N.A.L.G.O.

N.A.L.G.O. Classes

The following Classes in preparation for the examinations of the National Association of Local Government Officers, session 1937-38, will meet at the Swan Street (City) L.C.C. Institute, Minories, E.C.3, commencing September 27, 1937.

I. Preparation for Intermediate Examinations.

Tuesdays, 6.15-7.15, Elements of Statistics; 7.15-8.15, Elements of Economics.

Thursdays, 6-15-7.15, Office Practice; 7.15-8.15, Local Government and Public Administration.

Instructor: Mr. H. R. M. Chamberlain, B.Sc. (Econ.).

II. Preparation for Final Examinations.

Wednesdays, 6.15-7.15, Law: Contract and Tort; 7.15-8.15, Law: Master and Servant.

Mr. A. L. Dolland, LL.B. (Solicitor).

Fridays, 6.20-7.20, Municpal Organisation, Conduct of Meetings, etc.; 7.20-8.20, The State System of Education.

Mr. Chamberlain, B.Sc. (Econ.)

Fees for the Session September 27, 1937 to July 1, 1938. Full Course of four hours per week. Age 18 years 8s. 4d.; 19 or 20 years 12s. 6d.; 21 years and over, 15s.

Enrolment Week.

Students should enrol at Swan Street during the week commencing September 20, 1937, between the hours of 6 and 7 p.m. The Principal would like to hear from intending students—BYRon 1342 (morning call).

Principal: A. E. ASHWORTH, M.A., LL.B., Barrister-at-Law.

INCORPORATED ASSOCIATION OF RATING AND VALUATION OFFICERS.

Lancashire and Cheshire Students' Society

The Seventh Annual General Meeting of the Society was held at Manchester on the 5th May. The Reports which were submitted by the Hon. General Secretary and Treasurer showed that during the year under review the Society's activities had been extended and that its membership had increased to 270. The meeting was presided over by the Chairman of the Society, Mr. T. G. Daniels, F.S.I., Assistant Valuation Officer, Manchester, who was supported by the President, Mr. S. Pearce, F.S.A.A., Borough Treasurer, Lytham St. Annes.

The following officers and members of the Executive Committee were appointed for the ensuing year.

OFFICERS.—*President:* S. Pearce, F.S.A.A., F.R.V.A.. *Vice-Presidents:* Messrs. G. A. Cain, F.R.V.A.; J. B. Clynch, F.R.V.A.; R. Earnshaw, F.R.V.A.; H. Hulme, F.R.V.A.; F. A. Green, F.S.A.A.; F.I.M.T.A. *Chairman:* T. G. Daniels, F.S.I. *Vice-Chairman:* J. P. Gee, F.R.V.A. *Hon. Treasurer:* J. D. Shuttleworth, B.A. (Admin.), A.R.V.A. *Hon. Secretary:* J. A. Bold, F.R.V.A. *Hon. Asst. Secretary:* F. Newbold. *Hon. Librarian:* F. Park. *Hon. Auditor:* F. Drabble.

EXECUTIVE COMMITTEE.—A. G. Adams (Liverpool), H. Barlow (Ashton-under-Lyne), J. Bath (St. Helens), A. W. W. Bright, A.R.V.A. (Bebington), A. Embleton, A.C.I.S. (Liverpool), G. Mc. George, A.C.R.A. (Manchester), C. N. Green (Runcorn).

Institute of Public Administration

At the recent conference of the Society of Town Clerks, held at Torquay, Mr. J. R. Howard Roberts, Chairman of the Executive Committee of the Institute of Public Administration and Solicitor and Parliamentary Officer to the London County Council, spoke on the Institute's aims and activities.

From July 2-5 the Institute of Public Administration is holding its Summer Conference at Cambridge, in Gonville and Caius College. The members look forward to this annual event and this year the Institute is fortunate in having secured Sir George Etherton, O.B.E., D.L., Clerk of the Peace and Clerk to the Lancashire County Council, as Chairman of the Conference. He will preside over a series of sessions each of which will consist of discussion on some aspect of public administration. The subjects of discussion will be of special interest to members of public bodies, Civil Servants and Local Government Officers of all grades. The programme of speakers includes Professor Arnold Plant (Sir Ernest Cassel, Professor of Commerce, University of London), Mrs. Mary A. Hamilton (a Governor of the B.B.C. and an Alderman of the London County Council), Miss J. M. Robertson (Lady Superintendent, Personnel Department, British Thomson-Houston Co., Ltd., Rugby), and Mr. F. Steadman, President of the Institute of Municipal Treasurers and Accountants for the year 1937-38.

The cost of full accommodation inside the College will be 13s. per day per person, and those wishing to attend the Conference should apply at once either to the Secretary, Institute of Public Administration, Palace Chambers, Bridge Street, S.W.1, or to K. P. Cannon, Room 238, The County Hall, London, S.E.1.

Local Government Superannuation Bill

SECOND READING

ON May 6, 1937, a circular was forwarded to all branches intimating that the above-mentioned Bill had been introduced in the House of Commons by the Minister of Health. A memorandum setting out the more important provisions of the Bill accompanied the circular letter to branches.

In the House of Commons on Friday, June 11, 1937, the Minister of Health moved the second reading of the Local Government Superannuation Bill. In moving the second reading the Minister said that the main and general object of the Bill was to secure such a measure of uniformity as may reasonably be required in regard to the provision to be made by local authorities for pensions for their staffs. He said: "I think I can claim that it embodies the principle now so widely recognised in business organisations and elsewhere throughout the country of the desirability of provision being made where possible for their staffs in their old age. This Bill brings the local government service in this respect into line with the long-established practice of the Civil Service, and thus adds another measure of protection in old age to a further section of the community. I think the House will agree with me when I say we have now had ample time to judge the efficacy of present legislation and its limitations. We have had also the benefit of many consultations with associations of local authorities and organisations representing their employees. In the result a strong demand for new legislation has manifested itself from all sides, and it has, of course, been fortified by the adoption of superannuation by the great majority of local authorities, and I would particularly emphasise the obvious desirability of a measure of uniformity in the interests of the service as a whole."

During the course of his remarks the Minister drew attention to the distinction made between officers and servants, and dealt fully with the government's attitude to this question. He also referred to variations in the actuarial basis of local government superannuation so far as future entrants to the superannuation schemes were concerned.

Captain Elliston, speaking as one who had been associated with the municipal government for many years, said: "I believe that local authorities as a whole will regard this as a good Bill and one which does credit to the Minister, to the body representing local authorities who have assisted him in its preparation, **and especially to the body representing local government officers, who have always done everything they can to advance the welfare of the municipal service, and to make it a career which will attract the best men to the service of the community.** I am not willing to delay the progress of this Bill even for a few minutes. I believe that it is an excellent Bill, and an act of justice to the excellent officers who serve our local authorities, and that it is definitely to the advantage of the public to attract people of first-class ability to that service. This Bill will help to do that."

During the debate reference was made to the work of the late Sir Henry Jackson. The Minister of Health said: "Anyone who approaches this subject to-day, especially introducing the Bill as I do, cannot help thinking of the services of one who was a member of this House, Sir Henry Jackson, and who introduced a Bill in 1934 dealing with these matters. He worked hard in the cause of superannuation for local government employees. I am sure that all of us recall his services, his fine character and his comradeship."

Mr. Arthur Greenwood, M.P., stated that he would like to associate himself with what the right hon. gentleman said about the service of the late Sir Henry Jackson who, during the full term of his service in this House, showed a great interest in all matters affecting those who are employed by local authorities.

Mr. W. H. Green, M.P., pointed out that the Minister had said that the measure was welcomed by the associations which spoke for local government officers. He said: "I know that the general principles are welcomed by such bodies as the National Association of Local Government Officers, and that the Association of Municipal Corporations and the County Councils Association in the main approve of the provisions of the Bill. I am pretty certain that a great welcome awaits the Bill in municipal circles. It is long overdue, and will be heartily welcomed."

In replying to the debate the Parliamentary Secretary to the Ministry of Health (Mr. Bernays) said: "I hope that every Bill of which it is my duty to answer questions will have as favourable a reception as this Bill."

After an interesting debate the Bill was read a second time and committed to a standing committee.

Don't pay Doctors Bills

THE HOSPITAL AND NURSING HOME SCHEME will bear the brunt of your medical fees that are covered by the benefits offered

excluding the first £5 of fees, charges or costs incurred during any period of twelve months (calculated from the first day of illness) in respect of yourself and any person insured through your membership

Members of Nalgo are eligible for membership and their wives (or husbands) and children for insurance under the scheme

CONTRIBUTION 1/9 per month per person
(+ small management fee)

Benefits Offered—Qualified and Registered Medical Practitioners' Fees, Surgeons' and/or Anæthetists' Fees, Consultation Fees, Charges for Attendance at any recognised Nursing Home, Hospital or Sanatorium, Fees of Qualified Nurse Attending at the Member's Home, Charges for X-Ray, Electrical Treatment, Massage, Etc.

Nalgo Provident Society

24, Abingdon Street, Westminster, S.W.1

Nalgo Swiss Holidays

Have Proved an Immense Success

Come to Switzerland with N.A.L.G.O.

Have you made arrangements for your summer holiday? Have you applied for accommodation at one of the Association's holiday centres and received the inevitable reply, at this time of the year: Sorry. Full up!

Holidays arranged by N.A.L.G.O. are always popular, and members and their friends who have participated in any holiday arrangements sponsored or organised by the Association have always really enjoyed their vacation, and it is seldom a word of complaint reaches headquarters.

Why not visit Switzerland with N.A.L.G.O. this year?

Already 600 bookings have been received, and the member who is obliged to travel alone is sure of congenial company, as large parties have booked for every week until the end of September.

Our regular parties leave Victoria Station, London, every Saturday at 11.45 a.m., but arrangements have now been made for those members who cannot get away from the office until after midday on Saturday to travel by any train on Saturday or Sunday on payment of only two shillings extra.

Everyone who has returned has expressed in no uncertain terms how delighted they were with the arrangements made to provide them with a happy holiday.

Some members who have booked for nine days only have "complained" that it is impossible to fit into the time all the free itineraries which are offered. This "complaint" is welcomed because it proves that the Association's new arrangements are indeed "value for money."

You are not "taking a chance" if you book a Swiss holiday with N.A.L.G.O., and your holiday this year will be one to remember as if not *the* best, *one* of the best holidays of your life. Before introducing these holidays to members the whole of the arrangements were thoroughly investigated and the hotels carefully inspected by a headquarters official, and the programme has been arranged specially by headquarters for N.A.L.G.O. members and their friends to assure absolute comfort.

Your Association is satisfied that the accommodation will please you, and these Swiss holidays are recommended to you with every confidence.

So select your centre and book now!

PROGRAMME 1.
LAKE OF LUCERNE.
Weggis : Vitznau : Gersau : Brunnen
£10 3s. 10d. for 9 days.

Additional Week £5 : 5 : 9

High Season Supplement (July 17th to August 21st) 7s. 6d. per week.

Inclusive RAIL FARES and 6 days' full HOTEL ACCOMMODATION and the following:—

1. STEAMER SEASON TICKET FOR THE LAKE OF LUCERNE allowing an unlimited number of trips on all steamers.
2. MOUNTAIN RAILWAY SEASON TICKET allowing an unlimited number of journeys on the following lines:—
   RAILWAYS: Lucerne-Stansstad-Engelberg.
   FUNICULAR Rlys.: Engelberg-Gerschnialp. Stans-Stanserhorn. Kehrsiten-Burgenstock.
   COG-WHEEL Rlys.: Vitznau-Rigi. Alpnachstad-Mount Pilatus. Brunnen-Morschach-Axenstein. Treib-Seelisberg.
   AERIAL CABLE Rlys.: Gerschnialp-Trubsee. Beckenried-Clevenalp.
3. FREE UNLIMITED ADMISSION TO THE BATHING BEACHES at the different resorts on the lake.
4. SPECIAL FACILITIES for the Hire of Gondolas, for Excursions, etc.

PROGRAMME 2.
LUGANO DISTRICT.
Lugano—Castagnola : Lugano—Paradiso
£9 12s. 0d. for 9 days.

Additional Week £3 : 18 : 6

High Season Supplement (March 20th to May 23rd and September 4th to October 9th) 9s. 6d. per week.

Inclusive RAILWAY FARES and 6 days' full HOTEL ACCOMMODATION and the following:—

1. STEAMER SEASON TICKET FOR LAKE OF LUGANO, allowing an unlimited number of trips on all steamers.
2. RAILWAY SEASON TICKET, allowing an unlimited number of journeys on the following lines:—
   LOCAL Rlys.: Lugano-Tesserete. Lugano-Ponte Tresa. Lugano-Cadro-Dino.
   FUNICULAR Rlys.: Lugano-Monte Bre. Lugano-San Salvatore.
3. FREE ADMISSION TO THE LIDO LUGANO AND LIDO AGNUZZO.
4. FREE ADMISSION TO LUGANO KURSAAL, including afternoon tea, free entrance to evening entertainments (cinemas, variety, dancing).
5. FREE ADMISSION TO CINEMAS: Splendid and Super.
6. FREE ADMISSION TO TENNIS COURTS at Lugano-Paradiso.
7. REDUCED PRICES for various entertainments.

PROGRAMME 3.
INTERLAKEN—BERNESE OBERLAND
Interlaken : Bonigen : Wilderswil
Lauterbrunnen : Ringgenberg
£10 10s. 10d. for 9 days.

Additional Week £4 : 18 : 6

High Season Supplement (July 17th to August 14th) 7s. 6d. per week

Inclusive of RAIL FARES and 6 days' full HOTEL ACCOMMODATION and the following:—

1. STEAMER SEASON TICKET FOR LAKE OF THUN AND LAKE OF BRIENZ, allowing an unlimited number of trips on all steamers.
2. MOUNTAIN RAILWAYS SEASON TICKET, allowing an unlimited number of journeys on the following lines:—
   LOCAL Rlys.: Bernese Oberland Rlys. (Grindelwald, Lauterbrunnen), Spiez-Kandersteg, Thun-Beatenbucht-Interlaken Tramcar Spiez Lake to Spiez Station.
   FUNICULAR Rlys.: Beatenberg, Murren, Interlaken-Heimwehfluh, Brienz-Giessbachfalls: Interlaken-Harder.
   COG WHEEL Rlys.: Wilderswil-Schynige Platte. Brienz-Rothorn. Niesen.
3. FREE UNLIMITED ADMISSION TO THE BATHING BEACHES.
4. ONE FREE ADMISSION to the Beatus Caves, the Aar Gorge, and Giessbachfalls
5. FREE ADMISSION TO THE KURSAAL, INTERLAKEN.
6. ADMISSION AT REDUCED RATES to William Tell Plays in Interlaken and
7. SPECIAL RATES for the Jungfrau Railway and to Zermatt-Gornergrat.

Illustrated folder, further particulars and booking form obtainable from branch secretaries, or N.A.L.G.O. Special Activities Dept., 24, Abingdon Street, Westminster, S.W.1. (See Coupon page 180.)

(*Continued from next column.*)

case at January 1 last. The District Committee accepted the proposal that the methods adopted at headquarters in computing membership should be the subject of investigation by the general purposes sub-committee. Mr. P. Egan (Hillingdon Institution) expressed his anxiety with regard to the effective organisation of outlying staffs of the Middlesex County Council, and accepted an assurance that local branches would be consulted on the matter.

After the reports of the conference delegates had been submitted, Mr. L. P. Brown (Islington) expressed the opinion that the District Committee should reaffirm its belief that the functions of the Central Advisory Committee proposed to be set up under the Hadow Report, should be carried out by the existing Whitley machinery, nationally and provincially. The chairman stated he could not accept the terms of Mr. Brown's motion without previous notice, and in a few words satisfied the District Committee that there was no doubt in the minds of the National Executive Council on this matter.

Metropolitan Matters

A well attended meeting of the Metropolitan District Committee (Mr. J. T. Baker in the chair) took place at the Westminster City Hall on June 17, 1937.

After disposing of the minutes of the previous meeting a ballot took place on the appointment of five additional members to the Area Education Committee.

The result of the count announced later was to the effect that Messrs. L. P. Brown (Islington), R. D. Brown (Barking), A. C. Garrad (L.C.C.), A. Pinches (Croydon), and S. V. Woodman (Acton) had been elected.

Following upon this diversion, the District Committee proceeded to a consideration of the reports of the various sub-committees. Mr. P. Ritherdon presented the reports of two meetings of his Whitleyism Sub-Committee on the formation of the Middlesex Whitley Council and moved a recommendation that the sub-committee be authorised to investigate the question of the possible formation of a Whitley Council or Councils for the parts of the Metropolitan district not yet included within the area of any provincial council, to consult the branches in the various areas and to report thereon to the District Committee in due course.

After an assurance that the District Committee would not be committed to any variation of its major policy, and that no approach would be made to constituent authorities without the knowledge and approval of the District Committee, the recommendation was carried.

In his other role as chairman of the Entertainments Sub-Committee, Mr. P. Ritherdon submitted proposals with regard to the reunion concert proposed to be held at the Queen's Hall on November 19, 1937. The District Committee learned that they would be expected to pay an increased hire charge.

The report of the Sports and Recreation Sub-Committee presented by Mr. S. A. Hughes created a slight diversion. A surplus of just over £30 was disclosed in the balance sheet of the recent production of "The Mikado." The sub-committee stated that £29 9s. 5d. in respect of entertainment tax remained payable, unless a grant of approximately £31 could be made from the District Committee funds in order that the gross surplus plus the £31 could be handed over to the Benevolent and Orphan Fund, which action the sub-committee recommended to be taken. Mr. T. Alexander (Poplar) stated that his branch objected to the subsidizing of the B. & O. fund in this way, solely to secure tax exemption. The proposal was however duly carried.

On the submission of the reports of the General Purposes Sub-Committee by Mr. F. D. Barton, the District Committee stood in silence as a tribute to the memory of the late Mr. S. A. Batchelor, who was for many years associated with the work of the District Committee.

Mr. H. May (Merton and Morden) spoke convincingly against the sub-committee's decision not to comply with the request of the National Executive Council as regards the publication of an Annual Report. He submitted an amendment which was seconded by Mr. S. A. Hughes (Lewisham) that this portion of the sub-committee's report be not approved and that arrangements be made for an annual report to be published. A vote revealed 67 in favour and 79 against.

The congratulations of the District Committee were extended to Messrs. F. D. Barton and E. A. S. Young on their election to the National Executive Council, and to Mr. A. A. Garrard on his election as vice-chairman. Thanks were accorded to Mr. E. G. Whitney for his past services on the council.

The membership return included in the divisional secretary's report called forth some comment from Mr. H. C. Hampton (Acton) whose branch due to transfers was credited with 11 more members than was actually the

(*Continued in centre column.*)

Home Gardening

By WALTER P. WRIGHT

Author of "Roses and Rose Gardens," "Alpine Flowers and Rock Gardens," "The Wright Encyclopedia of Gardening," etc.

I have mentioned several biennials, including Wallflowers, as suitable subjects for sowing in early summer, and I may now name certain very useful plants, mostly perennials, which may be sown with advantage early in July to give material either for the border or the rockery, or for both. Adonis vernalis (both) with bright yellow flowers, and the old Alyssum saxatile (both), with its varieties compactum and Silver Queen, are cases in point. All may be sown out of doors.

Poppy or Crown Anemones (St. Brigid, etc.) are a host in themselves, and no spring bed can be more beautiful at the time of the later bulbs than one filled with these brilliant flowers. Perhaps most people raise them from tubers planted in autumn, but it is not difficult to raise a stock of plants from seeds sown now in a frame, after being well rubbed up in sand.

Aquilegias (Columbines) of the long-spur type are perhaps best sown in a frame in July, as the seed is rather slow in germinating and apt to be overlooked; but careful growers, whose glass-space is limited, do well by sowing out of doors in fine, moist soil and keeping the bed under observation. In bloom soon after the passing of the later bulbs, they play, like the Poppy Anemones, a distinguished part before the bulk of hardy herbaceous plants develop.

Arabises (single) and Aubrietias are valued rockery plants which can be raised from seed out of doors in July for blooming the following spring, but the double Arabis is increased by cuttings after flowering.

The giant double Daisies are a real force, owing to their ease of culture combined with the profuse production of huge flowers. The crimson is somewhat smaller than the rose and the white, but on the other hand, flowers earlier. If an outdoor sowing is to be made it should be done soon, in order to provide time for sturdy little plants to develop by mid-autumn; these will increase rapidly in early spring and bloom abundantly in May.

Several useful Campanulas are available for the rockery, and there is still time to sow these with Canterbury Bells (Campanula Medium in variety) out of doors for garden use next year.

The Wallflower genus (Cheiranthus) has a useful addition in the golden form (Golden Bedder) of the widely-popular Siberian Wallflower, C. Allionii, the flaming orange flowers of which are so prominent after the Wallflowers proper have faded.

Delphiniums, Digitalises (Foxgloves), and Erigerons are a trio of first-class hardy perennials well suited by early-summer sowing out of doors. The orange forms of Erigeron aurantiacus are exceedingly useful in small gardens, owing to their compact habit and duration of bloom; and similar remarks apply to Helenium pumilum, bright yellow, and the nearly evergreen Heuchera, of which a good range of colours is yielded by mixed hybrids.

The perennial Gypsophila is worth considering, because it mixes so well with numerous kinds of cut flowers.

Lupins are a host in themselves, and seed of beautiful selections is available, while sowing as late as August may be expected to give strong plants for flowering the following year; indeed, self-sown seedlings found around the parent plants are quite likely to do this if taken care of.

The remarkable Poppies, Meconopsis Baileyi and M. Wallichii are gems for shady places, but need careful attention and are best sown under glass.

Myosotises (Forget-me-nots) will not be forgotten by those who go in for spring bedding.

Pansies of select modern types are worthy of being sown under glass, although that is not essential if a seed-bed can be carefully prepared in the open.

The Coonara, Sunbeam, and other types of biennial Iceland Poppy are also worthy of box-raising, together with Polyanthuses and Primroses; but while the Poppies will be at their best the following year from a summer sowing, the Polyanthuses and their allies are not likely to reach perfection till the second year if sown at this season.

Biennial Brompton Stocks respond to the same treatment, and are likely to flower in early summer the year after sowing.

Strong outgrowths from Sweet Williams will give good flowering plants the year after separation if removed from the parents soon after these have flowered and planted in good soil; and by these means particular varieties can be perpetuated. But seed may be sown early in July.

Violas, best treated like Pansies, give us types suitable both for bedding and for rock-work. The gracilis type is the most suitable for the latter purpose, and in this connection one may mention, in addition to the Arabis and Aubrietia named above, the Alpine Pinks (Dianthus deltoides, etc.), the Alpine Poppies (alpinum), Saponaria (ocymoides), and the large genus of the Saxifrages.

Meantime, the general work of the garden goes on, embracing as it does mowing, removing weeds, checking pests, staking, examining old bulbs that were laid-in after flowering, layering Carnations, thinning crowding shoots of Dahlias, clipping hedges, gathering flowers of Sweet Peas, Violas, etc., closely to prevent seeding and consequent early collapse.

The presence of clover in quantity on lawns is one of considerable importance, especially to amateurs, who are in many cases unable to concentrate on extirpation in the same way as a professional groundsman, and are consequently much embarrassed.

Some species of clover are perennial in duration and others are annual. A familiar example of the former is the kind known as the Wild White, and of the latter the one called the Yellow Suckling.

The Wild White has creeping stems and a clearly developed tap root. The flowers are borne on erect stems, but in a regularly-mown lawn they may rarely be seen; the plant, however, persists from year to year, spreads rapidly in wet spells during June and July, and by clogging the blades makes mowing laborious, while the turf is slippery after rain.

The Yellow Suckling has no such developed tap root, but has creeping wiry stems, narrower leaves, and yellow flowers in closely-packed heads on short stems. One sees cases in which this clover spreads quickly and unexpectedly over large expanses of grass and is not noticed until the pale yellow flowers appear.

As regards extirpation, the Yellow Suckling is the easier to deal with, as prompt on recognition vigorous raking, or even hand-picking, after close mowing disposes of it before the flowers are able to ripen seeds, and being annual a fresh crop of plants (which may not appear for years) has to establish it.

The Wild White and other perennial clovers give far more trouble. The first small patch should be attacked. If, however, large patches establish themselves the simplest course is to cut them out and either sow the area afresh with grass seed or put down clean turves.

Bridge Forum

By NEVILLE HOBSON

That Extra Trick

I submitted a test hand in the June issue and received by the prescribed date correct solutions from each of the following: W. J. Heigho, Technical College, East Ham, E.6; R. Hudson, 35, Hawthorn Drive, North Harrow, Middlesex; A. H. Fairlamb, 2, Palmeira Court, Westcliff-on-Sea; W. S. Mallows, Kersey, Barrack Lane, Dovercourt; R. D. Gaunt, 13, Cross Green Road, Dalton, Huddersfield; R. C. Stanger, 35, Walton Avenue, North Shields.

To be quite frank, I omitted to notice which particular card, or cards, I checked first, so I decided to award the small prize offered for the correct solution which was the most effectively recorded, but I found myself unable to separate, in terms of merit, the answers of Mr. Heigho and Mr. Hudson.

I have, therefore, forwarded to each of them a small Anthology of Quotations which I published a few years ago, as there is at present a lull in the Bridge publication world, and there has not recently appeared a small book of the type I intended to present. I have congratulated the winners by letter, and expressed the hope that they will accept the prize in this form, in lieu of that originally contemplated.

The other four mentioned above gave correct solutions, and I was very pleased to have them. Two of these gave sound reasons, but they were somewhat involved.

Problem: It now remains to reiterate the problem and record the correct answer:

South is playing a hand in 3 No Trumps—neither West nor East having made any declaration throughout the bidding. West leads the 3 of Hearts, and the following are the hands which South has to play.

North:	South:
S. J, x, x.	*S.* A, K, x, x.
H. Q, x, x, x.	*H.* A, K, x, x.
D. Q, x, x.	*D.* A, x.
C. A, K, 10.	*C.* J, x, x.

To the above lead South plays a small Heart from Dummy and East puts up the 10. What should South play from his own hand, and indicate briefly the principle he should apply at this stage to ensure the best chance of obtaining the 9 tricks required.

ANSWER.

West's 3 is, presumably, the fourth best of his suit. South, therefore, meditates as follows:

"Well, I have 4 Hearts, Dummy has 4 and West (the leader) 4, so East can only have one. If I allow East to win the first trick, he cannot return a Heart, so that—whether he leads a Spade, Diamond or Club—he must present me with another trick.

As stated in my last article, there is no catch in the problem, but it affords a simple illustration of the importance of clear thinking at the commencement of play, as—unless South considers the matter carefully and decides upon the above plan of campaign—there will be considerable doubt as to whether he can make that extra trick in one of the three other suits, which may be essential for Game.

"Contract Chronicles": At this stage I must pay tribute to an instructive little book entitled as above by A. J. Smith. It is published by Grayson & Grayson, and sets out a number of games actually played, which are used to illustrate points of play.

The problem set in the last issue was based upon one of the illustrations recorded in this book.

Scottish Notes

Whitley Council

Important meetings were held in Edinburgh on May 26 following on the refusal of the County Councils' Association to send four representatives to the employers' side of the Whitley Council as provided for in the Constitution. The Provisional Committee, consisting of representatives of the Convention of Burghs and the Association of the Counties of the Cities, together with representatives from the six county councils favourable to Whitleyism, held a meeting, and at the same time representatives of the employees' side of the council met separately. The employers' side, in view of the unfavourable response of the County Councils' Association, agreed to ask the counties of Lanark, Ayr, Dumbarton, and East Lothian to send direct representatives. The difficulty which the employees' side had to face was that of the allocation of seats on their side of the council. This difficulty became so acute that it threatened the break up not only of the Staff Council, but also of the Council for the Workmen in the Non-Trading Services. The representative of the Ministry of Labour intervened, and it was finally agreed to recommend that N.A.L.G.O. get six out of the twelve seats and that the other six be allocated amongst the four workmen's unions claiming representation. The Executive of the Scottish Council met on June 2, when this allocation of seats was approved of and the following six representatives to the Whitley Council were appointed, viz., the Chairman and Secretary of the Scottish Council, and Messrs. Robert Adams, James Brown, S. H. Brodie, and J. Weir Neilson. A circular, giving a fuller account of what transpired at the conference, is being sent to branches.

Glasgow Branch—Successful Applications

The local Branch has been in the limelight during the past few weeks in the prosecution of various claims on behalf of clerical and other staffs. The commencing salary for new entrants to the service has also been the subject of direct representation by the branch, and in this connection a meritorious success has to be recorded. The commencing salary for juniors has been raised from £40 to £50 per annum, while the annual increments have been raised to £15 throughout the grade. An argument which weighed considerably with the Corporation Conditions of Service Committee was one which made unfavourable comparison between commencing salaries in the Civil and Local Government Services. In several departments of the corporation promotion is restricted, and representation was made with the object of alleviating the lot of third (commencing) grade employees who, having reached the top of the grade, have no immediate prospect of promotion. The maximum salary of this grade is at present £210 per annum, and long-service increments of £10 per annum are granted at the end of three, six, and ten years respectively. The branch asked that the maximum should be increased to £240, but this, however, was refused. Partial success was attained, nevertheless, as in future long-service increments will be granted at the expiry of two, four, and six years. The officer will thus reach £240 five years earlier than heretofore. Other successful applications were as follows: Sanitary, Food and Drug, and Veterinary Inspectors—commencing wage raised by 5s. and maximum by 6s. 10d. per week; Veterinary Inspectors have now been granted similar conditions to Food and Drug Inspectors. Parks Department Curators—three weeks' annual holiday with pay.

Ardrossan

Intimation has now been received that the Association's application on behalf of the staff for graded scales has now been favourably considered and the staff have intimated their appreciation of the Association's work in connection with this matter.

Ayr County Council

In last month's issue we reported regarding our application to the county council for new graded scales that some progress had been made towards their adoption, but since then the county council has remitted the question back for a report by the new County Clerk, Mr. Lockie. The Divisional Secretary is keeping in touch with the situation, and our Ayr members may take it that the Association will do whatever is possible to obviate further delay.

Kilmarnock

On May 19 Mr. Mortimer had an interview with the Finance Committee of the Town Council regarding the revision of the present scale of salaries. The interview was of a favourable nature. At the council meeting it was decided to get further information from other comparable towns before coming to a decision.

Motherwell

On the following evening the Divisional Secretary interviewed the Finance Committee of Motherwell Town Council regarding improvements on the scale of salaries for the female staffs, with a result that the commencing salary has now been increased from £26 to £35, the increments have now been increased from £6 10s. per annum to £9 in the Third Grade and to £10 in the Second and First. The maximum of the Second Grade has been increased from £104 to £110 and that of the First Grade from £130 to £140. Mr. Mortimer is asking the council to reconsider the maximum of the Second Grade.

Lanark County Council

On June 1 the Divisional Secretary interviewed the Staffing Committee of Lanarkshire County Council on the question of subsistence allowance. He agreed with the committee that whatever scale was adopted should apply to all departments, and he pointed out that most of the leading authorities paid much the same rates. He suggested that the scheme presently in force in Dumbartonshire might be appropriate for adoption in Lanarkshire. The sub-committee decided to continue consideration.

Superannuation Bill

On May 27 the Law and Parliamentary Committee of the Scottish Council met under the chairmanship of Mr. H. D. Ferguson, when the Scottish Bill was under consideration. Various amendments were suggested and these were communicated at once to headquarters in London. At the same time, the view was expressed that, while the amendments were in themselves desirable, they should not be pressed if, in any way, they were likely to endanger the passage of the Bill through Parliament.

Veterinary Services

The proposal that the State should take over the Veterinary Service has now, we believe, become an urgent matter, and the Divisional Secretary has met with a few interested veterinary surgeons regarding the terms of the transfer. It is too early yet to say more on the subject.

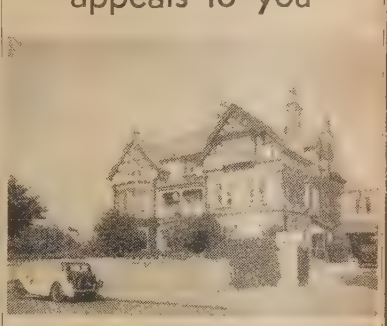
Kirkcaldy

A meeting of the burgh officials was held on June 15 with a view to forming a branch of the officials and staffs of the corporation. Mr. Hutton, the Town Clerk, presided and there was a good attendance. The Divisional Secretary, who was present, asked the meeting to consider whether it was not advisable to arrange with Fife Branch to alter their constitution so that a sub-branch could be formed for the burgh. The meeting, however, were practically unanimous in the decision to form a separate branch, and a committee was appointed to draft a constitution and make other necessary arrangements.

Sports Day

Will our Scottish members kindly note that the Annual Sports Day is to take place this year in Perth on September 11. A circular on the subject, giving full particulars, is being issued to branches.

If North Wales appeals to you



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N. WALES

National Executive Council

1937—8.

The New Vice-President

Mr. E. J. STEAD

Mr. E. J. Stead, County Surveyor of Somerset, Vice-President of N.A.L.G.O., was born at Blackpool in 1878, and was educated at Blackpool Grammar School. A technical education followed at Manchester Technical School and Owen's College, Manchester, and he entered the Local Government Service in 1898 as an assistant engineer with the Lancashire County Council, becoming chief assistant in the Bridge Department. In 1903 he went to South Africa as an engineer in the Natal Public Works Department and remained there for 5 years, travelling extensively in South Africa.

He returned to England in 1908 and became Assistant County Surveyor for Somerset. In 1913 he was appointed County Surveyor for North Devon and in 1914 obtained his present appointment of County Surveyor of Somerset.

During the War he served in France and Belgium from 1915 to 1919 with the Royal Engineers, leaving the army with the rank of Lieutenant-Colonel. He was decorated with the Military Cross and became an Officer of the Legion of Honour (France).

He was President of the County Surveyors' Society in 1930 and represented the Society at the International Road Congress in the U.S.A., travelling extensively in the southern states of America and the provinces of Ontario and Quebec in Canada.

He was a delegate to the International Road Congress at Munich in 1934, being one of the authors of the British paper on the use of bitumen for road purposes. He travelled widely in Germany on road inspection tours.

He has been President of the Association of Somerset Surveyors for the past 16 years.

He became a member of N.A.L.G.O. in 1922, and was President of the Somerset Branch for 3 years; has been a member of the South-Western District Committee for some years past; elected to the N.E.C. in 1934.

He is an Associate Member of the Institution of Civil Engineers; a Fellow of the Surveyors' Institution; a member of the Institution of Municipal and County Engineers; the Past President of the County Surveyors' Society, and the President of the Association of Somerset Surveyors.

Mr. H. S. Pope was elected to the National Executive Council for the year 1937-38.

He has been City Assessor and Registration Officer for the City of Aberdeen since 1918 and was President of the Aberdeen Branch of N.A.L.G.O. for 5 years.

He is Past President of the Assessors' Association of Scotland and has previously been a member of the National Executive Council of N.A.L.G.O.

Mr. E. A. S. Young, a new member of the National Executive Council, has been a member of N.A.L.G.O. for over 18 years. He has also been Chairman of the Willesden Branch for a number of years and is a Vice-President of the Branch. He is a Vice-Chairman of the Metropolitan District Committee and has in the past served as Chairman of the General Purposes Sub-Committee and is a member of other Sub-Committees. He is also the retiring Vice-Chairman of the Benevolent and Orphan Fund Management Committee, Vice-Chairman of the Middlesex Whitley Council and a member of the National Whitley Council.

Mr. John H. Clark, a new member of the National Executive Council, entered the service of Wakefield Corporation in 1910, and joined N.A.L.G.O. at the inception of the Wakefield Branch two years later. He has been the Branch Secretary since 1927 and early in his term of office organised a successful "drive" for salary scales and grading for the Corporation staff. He has been a member of the District Committee since 1927. He served several terms as a member of the District Executive; a member of the District Education Committee, and was for many years Branch Secretary of the Executive Council of the Workers Educational Association.

Mr. E. A. S. YOUNG

Mr. J. H. CLARK

It is interesting to note that Mr. Clark has been a Warden of Wakefield Cathedral for the past 6 years, and was for 3 years the voluntary Leader of a Debating Class at Wakefield Prison under its education scheme.

Mr. F. Douglas Barton, Borough Engineer and Surveyor of the Metropolitan Borough of Hammersmith, is a new member of the National Executive Council.

He commenced his municipal career in 1906 when he was Articled to Mr. Edward Sykes, Engineer and Surveyor to the Cheadle and Gatley U.D.C. Upon completion of his term of Articles he was appointed on the Engineering staff of the Council, subsequent appointments being Deputy Engineer and Surveyor, and Acting Engineer and Surveyor. He was also Engineer to an adjoining Authority for the purpose of preparing a scheme of Sewerage and Sewage Disposal for the District.

He came to London at the end of 1918 as Assistant Surveyor to the Hammersmith Borough Council and was in due course appointed Deputy Borough Engineer and Surveyor. He became Borough Engineer and Surveyor to the Hammersmith Council on the retirement of his predecessor, Mr. R. Hampton Clucas.

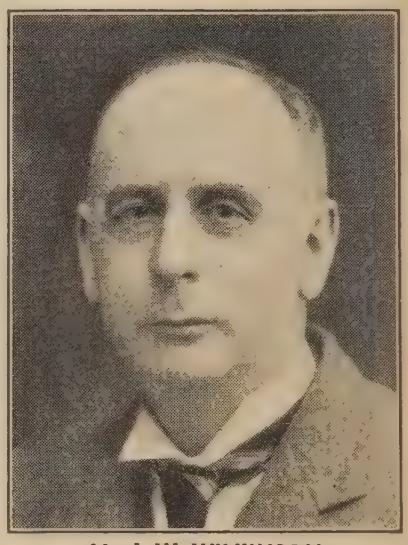
He has taken an active interest in N.A.L.G.O. for the last twenty years, having held the offices of President, Past President and Vice-President of the Local Association, and having been for some years a representative of the Hammersmith Branch on the Metropolitan District Committee. He is at present Chairman of the General Purposes Sub-Committee of the District Committee. Since 1918 he has continuously been a member of the Local Executive Committee, of which body he has been on many occasions Chairman or Vice-Chairman. He was a member of the Staff and Council Joint Committee for sixteen years.

Apart from his official duties he is widely known in Metropolitan municipal circles as the Honorary Secretary of the London Municipal Golfing Society, which office he has held since 1922 and of which Society he is this year the Captain.

Mr. J. W. Wilkinson, Chairman of National Executive Council, has been over 40 years in the Local Government Service, and since 1921 has been Deputy Town Clerk of Southport and Deputy Clerk to the Water Board. He is also Deputy Clerk to the Assessment Committee and Deputy Public Assistance Officer. In 1934 he was appointed Superintendent Registrar. He was one of the founders of the local branch of N.A.L.G.O. 25 years ago, and for the first 8 years was Hon. Secretary. He is also President of the local branch for the present year.

He was Vice-Chairman of the North-Western District Committee for 4 years and its Chairman for 9 years, retiring from that office in 1935. He has been a member of the Lancashire and Cheshire Provincial Council for Administrative, Technical and Clerical Services since its establishment in 1921. He is at the present time Chairman of that body, a position he has held on four previous occasions. He has been a member of and Vice-Chairman of

The New Chairman



Mr. J. W. WILKINSON

the Standing Conference of Provincial Councils from 1925, until it was merged in the National Whitley Council last year, and is at the present time Vice-Chairman of that body. He has been Chairman of the Service Conditions and Organisation Committee of N.A.L.G.O. for the past 4 years, and Vice-Chairman of the National Executive Council for the past 2 years. He is the Senior Member of the National Executive Council, having been first elected in 1919.

Mr. E. H. Mason, A.M.Inst.T. (a new member of the National Executive Council), is the Assistant Traffic Superintendent of the Transport Department, Manchester. He at present holds the office of Deputy Chairman of the Executive Council and Chairman of General Purposes Committee of the Manchester Branch. He is a Member of Local Joint Committee, and has served Manchester Branch in various capacities since the War.

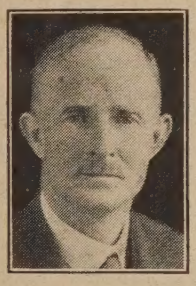
Mr. Mason has been a member of North Western District Committee for over ten years.

Mr. L. H. Taylor is the first Committee Clerk of the Town Clerk's Department, Salford. He has been a member of the Salford Branch Executive Council since 1921. He was editor of the Journal of the Salford Branch from this date until he became Hon. Secretary of the Board, a post that he has held ever since. He is a representative of the Corporation Joint Council; a member of the North Western District Committee and the General Purposes Committee, and a member of the Lancashire and Cheshire Provincial Whitley Council.

It is characteristic that Mr. Taylor has held his offices continuously since they were conferred upon him. This is in itself evidence of efficiency and popularity.

Photo: Lafayette.

Mr. E. H. MASON



Mr. L. H. TAYLOR

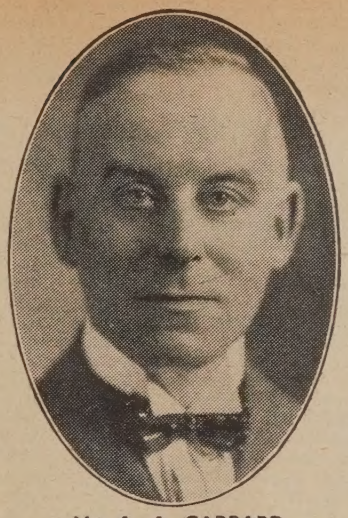
Mr. R. E. Sopwith, B.A., B.Com., Senior Inspector of Day and Evening Schools under the Sheffield Education Committee, has been connected with the service of education all his life. He was trained as a teacher at the Borough Road Training College, London, where he obtained a Double First in the Teachers' Certificate Examination. He is a First Class Honours man of London University in Modern Languages and a graduate in Commerce of Durham University.

He began his teaching career in Newcastle, and after having taught in a Pupil Teacher Centre at Jarrow and in the Tynemouth Municipal High School and Evening Technical School, he was appointed in 1921 a District Inspector in Sheffield. In 1930 he was appointed to his present post.

He is an enthusiastic member of the Sheffield Municipal Officers' Guild and of the Yorkshire District Committee. He is Deputy Chairman of the Sheffield Guild and is Chairman of the Finance and Membership, Education and Service Conditions Committees. He is Chairman of the Yorkshire Area Education Committee.

For some years he has represented on the Standing Joint Committee of N.A.L.G.O., the National Association of Inspectors and Educational Organisers. He has been on the Executive Committee of this Association for fourteen years, and has been twice president.

He was one of the original nominated members of the B.B.C. Central Council for School Broadcasting, and has served continuously on the English Programmes Sub-Committee.



Mr. A. A. GARRARD

Since 1922 he has examined in French for the School and Higher Certificates of the University of Durham.

Mr. A. A. Garrard, the newly appointed Vice-Chairman of the National Executive Council, is the Assistant Secretary for Education under the County Borough of East Ham, whose service he entered in 1903. Mr. Garrard has been a member of N.A.L.G.O. since 1905 and a member of the Executive Committee of the East Ham Branch since 1919. He was Chairman of that Branch for 2 years; Hon. Secretary for 4 years; Headquarters Correspondent since 1924; and served for 9 years as Chairman of the Staff Side and Vice-Chairman of the Local Whitley Council. He at present holds the office of Vice-Chairman of the Metropolitan District Committee and the Chairman of that District Committee's Area Education Committee. Mr. Garrard is in his ninth year of service as a member of the National Executive Council; has been the representative of the Association on the National Council of Social Service since 1928; and is one of Nalgo's representatives on the Poor Law Examinations Board.

Mr. S. Lord, the president of the Approved Society, was presented with a gold wristlet watch from the members of the Committee of Management, as a token of appreciation for all that he had done for the Society since 1912.

The presentation was made at a private dinner of the Committee held at Queens Hotel, Highcliffe, Margate, on Saturday, May 15.

The first meeting of the Approved Society Committee was held on May 31, 1912, when Mr. Lord was in attendance. He was appointed chairman of the Approved Society Committee, and held that office until July, 1919.

It was shortly after the meeting held in May, 1912, that he was appointed president of the Approved Society, and in the following November he was also appointed a trustee.

Hence, in celebrating Mr. Lord's 25 years as president, the Committee of Management also celebrated his twenty-fifth year as trustee.

It was during the year 1923 that the Approved Society decided to purchase a convalescent home, and it was through the efforts made by Mr. Lord that it was possible to purchase Nalgo House at a low figure.

New Branches

The officers of the Borough of **Evesham** have formed their own Branch from June 1, 1937.

A successful meeting of **Stamford** and **Bourne** officers was recently held, when it was decided to establish a Stamford and District Sub-Branch of the Kesteven Branch.

Bognor

The members of the **Bognor Regis** Branch have been leading a very full life recently.

On Coronation Day a tableau entitled "Shades of the Past and Shadows of the Future," humorously depicting past, present and proposed enterprises of the local authority, was entered in the local Coronation Celebrations Carnival Procession, and secured first prize in its class.

A week later the Branch took its annual summer outing, cruising to the Coronation Naval Review at Spithead on the P. S. Waverly. After a delightful day on the water, the outing concluded with an informal "Royal Naval Review" Dance.

During May the first issue of the new Branch Magazine "Brought Forward," made its appearance.

Honour to Brighton Educationist

In recognition of his 25 years' service as Education Officer to the Brighton Education Committee, Mr. F. Herbert Toyne was entertained to dinner, with Mrs. Toyne and their son Gabriel, at the Royal Pavilion, on the evening of April 30th, 1937.

The Bishop of Chichester observed that "The Education Committee is concerned with another kind of architecture—the architecture of human life, and its range is continually increasing."

The Deputy Mayor said that in Mr. Toyne they had a leader who would do all he could to guide the Education Committee in building up the community life which was so essential.

"Our Guest" was proposed by Mr. W. O. Lester Smith, M.A., President of the Association of Directors and Secretaries of Education Committees, of which Mr. Toyne has been Hon. Secretary for the past 16 years. Referring to this fact and also to Mr. Toyne's 25 years at Brighton, he said it was not the years that counted so much as the wonderful richness of his personality.

Mr. Toyne in reply spoke of the pleasant relations that had always existed between the Chairmen, members of Committees, teachers and himself, and of the great change that had taken place in the general attitude towards education, which was now one of acceptance instead of indifference and even annoyance.

Mr. F. D. BARTON

Mr. R. E. SOPWITH

Salaries and Service Conditions

Northumberland County Council.—The County Council has recently undertaken an extensive review of the Grading of a large number of officers, and, as a result, improvements have been effected in the salaries of Relieving Officers and Health Visitors. The maxima attaching to the grades for Special Clerks and First Class Clerks have been increased by £25 in each case. The minima and maxima for Second Class Clerks have been retained at £200 and £300 respectively, but the increments have been increased from £10 to £20 per annum.

* * *

Wakefield.—The Divisional Secretary interviewed the General Purposes Committee of the City Council in support of applications made by two officers for an alteration in grading. An increment of £15 has been awarded in each case.

* * *

Leeds.—An extensive mechanized system has recently been introduced in the City Treasurer's Department, with a consequent reorganization of the staff employed in the various sections. A number of officers appeared likely to become redundant, as a result, but following representations to the Establishment Sub-Committee, all officers in the permanent service of the Department on April 1, 1937, are to be retained, and those at present surplus to the revised Establishment will be absorbed into the other Departments of the Corporation or will be retained on the City Treasurer's permanent staff as vacancies occur.

* * *

Cardiff.—The City Council has adopted revised scales of salaries for women clerks.

The Council has also approved a suggestion made by the Branch that women officers entering the service should, if they so desire, be examined by a woman doctor.

* * *

Wigan.—Successful application has been made to the Wigan Corporation for an increase in salary and re-grading in respect of officers of the Billinge Hospital and Fog Lane Institution.

Superannuation

West Hartlepool Town Council, by a majority of 25 votes to 6, has passed the First Resolution approving the adoption of a scheme of superannuation with effect from October 1, 1937.

Lepton Urban District Council has obtained an Actuarial Report.

West Riding County Council has decided to include all officers and servants not at present in designated posts. The decision was unanimous, and increases the total number of employees under superannuation from 2,043 to 4,938.

Selby Joint Hospital Committee has adopted the Act, the appointed day being October 1, 1937.

Other Authorities have the subject under active consideration.

Seven officers of the **Tamworth** Rural District Council have been admitted to the Warwickshire County Council Superannuation Scheme as from April 1, 1937.

Whitley Councils

The first meeting of the newly-formed **North-Eastern** Joint Council for Local Authorities' Administrative, Technical and Clerical Services was held at the Town Hall, Newcastle-upon-Tyne, on Friday, May 21, 1937. The appointment of a Chairman for the Council was deferred until the next meeting, but Mr. R. E. Heron, Sunderland, was appointed vice-Chairman of the Council and Chairman of the Staff Side. It was decided to invite Sir Arthur M. Oliver to accept the appointment of Secretary of the Council, and the Divisional Secretary was appointed Secretary of the Staff Side. Mr. F. Wilcock, Borough Treasurer of Sunderland, has been asked to accept appointment as Honorary Treasurer of the Council. It is hoped that at the next meeting of the Council an Executive Committee will be appointed to deal with questions of policy, finance and representation on the National Joint Council.

* * *

Eastern District : Provincial Whitley Council.—An enthusiastic meeting of about 150 representatives of 45 Local Authorities, including several County Councils, was held at the Town Hall, Cambridge, on June 8, 1937. The meeting was convened by the Mayor of Cambridge, Alderman Briggs, J.P., and was addressed by Mr. T. K. Liddell, Chief Conciliation Officer, Ministry of Labour, Manchester, and Alderman J. Rooke, J.P., Mayor of Hammersmith, Member of the National Council and of the London District Council.

All the views expressed were sympathetic to the formation of Whitley machinery for the area and a resolution was eventually carried that a full report of the Conference should be sent to all authorities in the counties whether present or not and their views with regard to the formation of such a Provincial Council be obtained and a further Conference held on a convenient date.

* * *

Ince-in-Makerfield. — The Grading Scheme under the Whitley Council Conditions of Service Report prepared by the Secretaries of the Lancashire and Cheshire Whitley Council has been approved and adopted by the Council.

* * *

Whitehaven.—The Divisional Secretary met the Whitehaven Finance Committee with a view to the Grading of the Staff under the Lancashire and Cheshire Whitley Scales and his offer to supply a model Grading Scheme prepared by the Secretaries of the Lancashire and Cheshire Whitley Council was accepted.

* * *

Flint County.—An application for the adoption of a Grading Scheme on the lines of the North Wales Whitley Council Conditions of Service Report has recently been made and consideration is awaiting.

* * *

Radcliffe and Little Lever Joint Gas Board.—Following an application made for the adoption of the salary scales of the Lancashire and Cheshire Whitley Council by the Board, it has been decided to increase present salaries in a number of cases and defer the application in view of the local situation.

* * *

Oldham.—As a result of appeals submitted to the Provincial Whitley Council by the Oldham Corporation, the recommendations of the Whitley Council, affecting the Storekeeper and Foremen of the Transport Department have been accepted by the Corporation.

Holidays

Northumberland County Council.—The County Council has approved a revision of existing holiday allowances on the basis of an application submitted by the Divisional Secretary on behalf of the Northumberland Branch. The revised holidays are as follows :—

Male Staff : Officers with salary of £325 p.a. and over, 3 weeks (18 working days).

Officers with 20 or more years of local government service, in receipt of salary less than £325 p.a., 3 weeks (18 working days).

Officers with 15 and under 20 years of local government service, in receipt of salary less than £325 p.a., 2½ weeks (15 working days).

All other officers, 2 weeks (12 working days).

Females : Officers with salary of £175 p.a. and over, 3 weeks (18 working days).

Officers with 15 years of local government service and over and salary less than £175 p.a., 3 weeks (18 working days).

All other officers, 2 weeks (12 working days).

Durham County Water Board.—Following an application submitted by the local Branch, the Board has agreed to increase the Annual Holidays by 3 days in the case of officers with 10 or more years' service, and by 6 days in the case of officers with 15 or more years' service.

Darlington.—Following an interview by the Divisional Secretary with a Sub-Committee of the Corporation Finance Committee, the Town Council has approved a revised scale of Annual Holidays. This provides that Male Officers in receipt of a salary of £280 per annum or upwards, or with over 20 years' service, shall be allowed 3 weeks' Annual Holiday. In the case of Female Officers, an Annual Holiday of 3 weeks is to be allowed to those in receipt of a salary in excess of £128 per annum, provided the officer concerned has at least 20 years' local government service.

Notts. C. C.—At a recent meeting of members in the Mansfield area a committee has been elected representative of the County members in the area.

Mr. R. C. Norton, of Mansfield Woodhouse, is the Hon. Secretary to the Area Committee, which has already held a very successful Garden Party, and further progress is assured in the near future.

(*Further notes on page* 177)

General Literature

By Jonas Praps

Two factors have influenced me in dealing with rather lighter material than usual. First the holiday season and secondly the fact that little of a serious character has been published, doubtless the Coronation had its effect on the term "shortly" appearing after items in publishers' announcements.

Biography

One of the important biographies of recent date is the translation of Comte de Saint-Aulare's "**Talleyrand**" (Macmillan, 15s.). It is a careful study of the man and his political influence: "Talleyrand the Constructor." As the translator says "he might feather his own nest" but was "able to foresee the most distant events and prepare to safeguard Peace." A vision some of the leaders to-day would do well to emulate.—Another Frenchman's work has just been reprinted in a cheap form (3s. 6d.) by Hurst & Blackett: Roger de Mourd's "**Cervantes and the Magicians.**" It is a curious but interesting volume, drawing a parallel between the events in Cervantes' own life and the quaint happenings and misfortunes in the career of the immortal Don Quixote. Sometimes you wonder whether you are reading the story or the life. The charcoal drawings by D. Tennant are an added effect.

Fiction

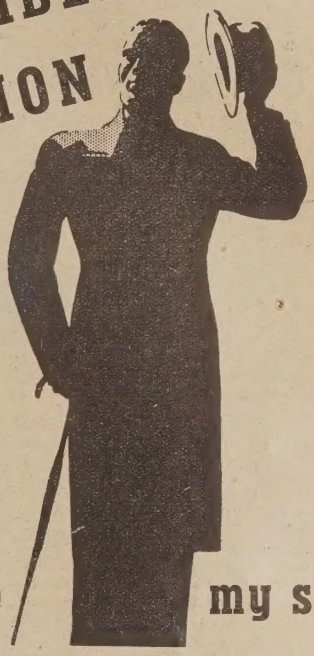
The story of a young woman for the first twenty-five years of her life is told in "**Cleo,**" by J. D. Beresford (Hutchinson, 7s. 6d.). Mr. Beresford writes carefully and develops his story up to the time of Cleo's marriage very naturally.—Problem stories of depressed areas have been fairly numerous. The scene of "**Shadow Over Spennylam,**" by F. W. Lister (Muller, 7s. 6d.), is Durham. The story depicts the effect of a long spell out-of-work on a religiously inclined apprentice.—Somewhat staccato in style, "**Rose Forbes,**" by George Buchanan (Constable, 7s. 6d.), tells the story of an Irish girl stenographer. Her first husband, a rather dissolute reporter, loses his life by drowning in an attempt to save another man. The scene changes from Belfast to London and Rose finds comfort though not happiness in a "safety match," but not for very long. The story is clever if rather disconnected: the girl's varying moods are clearly displayed.—"**Sugar in the Air,**" by E. G. Large (Cape, 7s. 6d.), enters the realms of business: a company formed to develop an invention by a young engineer. The characters are all connected with the company or the works—the marketing of "Sunsap" brings out the best and worst in the human beings the book very humanly portrays.—The title "**Paradise,**" by Esther Forbes (Chatto & Windus), seems to belie the book's dramatic contents. It is a serious study of a New England settlement in the seventeenth century. The rugged life led by settler and preacher, warfare with Indians, the branding of fallen women are detailed unglossed. In style the book reminds one of "The Scarlet Letter."—"**Rex v. Rhodes,**" by Bruce Hamilton (Boriswood, 8s. 6d.), is the full account of a murder supposed to take place in Brighton in 1940 something. There is a political interest in the case, the victim being a Fascist leader and the accused a Communist. The book is in the form in which a case would be reported but does not thereby lose interest.—There is excitement enough in W. Townend's new book, "**They Crossed the Reef**" (Chapman & Hall, 7s. 6d.). A ship is wrecked on an island in the South Pacific and the book tells of the efforts of native islanders to rescue the crew. Their efforts were made difficult owing to a gale lasting nearly a week. There is, however, much more than this in the book. What is, perhaps, its best part is the reaction of the situation upon the characteristics and actions of the shipwrecked men.

Travel Experience

Railway engineering, whether railroad construction or actual running, has a fascination even to the uninitiated in engineering mysteries, but when the building of a track takes place in so out of the way a district as Kyber interest deepens. Victor Bailey spent five years superintending the construction of the Kyber railway, and in "**9.15 from Victoria**" (Hale, 12s. 6d.) he recounts his difficulties with the wild tribes of the district and with famine, disease and lawlessness. An entertaining volume.

I GIVE CREDIT TO PUBLIC OFFICIALS ONLY

TWO SIDES TO THE QUESTION



your side my side

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You dislike the methods of the "mushroom" credit tailors, backed by a financial syndicate. You prefer to deal with a house recognised for fair dealing and good honest tailoring

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I am a cash tailor . . . For 25 years I have conducted this business on a net "cash-on-delivery" policy. I wouldn't change my methods for all the tea in China. I make one exception. Experience has taught me that Public Officials are "good risks" (or no risk)

I therefore offer Public Officials only, cash value at credit prices and still sleep o' nights. For this convenience I only ask 2½% extra, to cover clerical expenses, on marked cash prices. I make no enquiries and ask for no references and you'll be made very welcome

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Among the New Publications

Tunbridge Wells

N.A.L.G.O. has been very closely associated with Tunbridge Wells from its very inception. The late Mr. J. W. Forster, for many years Borough Treasurer of Tunbridge Wells, was an officer of the Association, and tribute to his services was paid in our last issue. But Mr. Forster was a superannuation pioneer as well. He was a great help in the early days when his experience in finance and his forward intelligence were always at the service of the Executive Committee. N.A.L.G.O. has also a good branch in Tunbridge Wells, and it got its accountant from there, Mr. H. G. Baker, who, by the way, will complete 25 years' service with the Association this coming autumn.

Therefore, any history of the "Wells"* has an appeal. But from the angle of the student of local government, a history which tells us nothing of the health of the ordinary people who make up a community, their housing conditions, their occupations, is not very helpful. One has to read nearly 200 pages before anything is said about what the author calls "the common people." There can, of course, be deduction from the habits and the practices of the distinguished visitors who used Tunbridge Wells as a playground and, incidently, drank its waters. The book describes how the waters were "discovered" by Lord North, and to borrow a "few words from the flap," it is a biography of a town "which has played a distinctive part for some three centuries in English social life. Its story is shot with passages in the private lives of public people." When one stops to think of conduct, the apparently low type of intelligence of the aristocrats who strut about Miss Barton's book, one is inclined to the view that there's a badly deformed skeleton in the cupboard of England's social history. Defoe wrote of the Wells when he was there, a time which coincided with the visit of the Prince of Wales (afterwards George II.) and an "abundance of Nobility and Gentry."

The morning ritual seemed to be a visit to the wells to drink the water and attendance at chapel. Having insured both the body and the soul, "the company go home; and as if it was another Species of People or a Collection from another place, you are surprised to see the Walks covered with Ladies completely dress'd and gay to profusion; where rich Cloths, Jewels and Beauty not to be set out by (but infinitely above) Ornament, dazzles the Eyes from one end of the Range to the other." And yet, a description of the houses in which many of these people who paraded the Pantiles lived, leaves no doubt that the present Medical Officer of Health and Sanitary Inspector would have condemned them as unfit even for the "Common" people. One doesn't mind the women decorating themselves, they do it to-day just as barbarically, but when one reads of the men who powdered, scented, wore high heels, strutted in the most approved pansy fashion, and talked the most irritating drivel, we can be thankful for to-day. There is, of course, an odd throw-back to be seen now and then. St. John Irvine describes in a recent book that when travelling in a train a man in the same compartment powdered his face and his neighbour rose at once, and as he passed out of the compartment, said: "I'm going to the lavatory to be sick."

The "common" people in Tunbridge Wells in the "good old days" must have had much tougher "tummies" than the writer.

Many historic figures walk across Miss Barton's pages; she spares no one in her desire to give a true and authentic picture of life at the Wells during the period of "the Georges" up to and including some of the early days of Victoria. It all makes very good reading.

* "Tunbridge Wells," by Margaret Barton. Faber & Faber. 15s. net.

"A Concise Manual of Statistics," by Clement Burton (Gee & Co., 7s. 6d.). The value of this little book, as suggested by its title, lies chiefly in its conciseness and simplicity of treatment. The book has been written primarily for students for municipal examinations, particularly those of the Institute of Municipal Treasurers and Accountants (Inc.), and, as the author states in his introduction, an attempt has been made to treat the subject from the point of view of its relation to the operations of local authorities—and, it may be stated, a very successful attempt. Various diagrams and illustrations are included but the student is not confused, as in the case of some text books, with a mass of statistical data culled from current journals and official publications. No essentials of an academic or theoretical nature are omitted, and valuable chapters are included making suggestions as to the preparation of statistics in a municipality, and summarising the chief statistics issued by Government Departments, local authorities and others. Mr. Burton has, in fact, produced a work which should prove a boon to municipal students.

The second pamphlet containing TWO CHADWICK LECTURES under **"The Bossom Lectures and Scholarship Gift,"** has been published for the Chadwick Trust, by P. S. King & Son, Limited, at 1s. net.

This pamphlet contains two lectures, the first on "The Modern House and its Equipment," by R. Randal Phillips, Hon. A.R.I.B.A., Editor of "Homes and Gardens," and the second on "The Relative Advantages of Heating by Coke, Gas and Electricity," by A. H. Barker, B.A., B.Sc., M.Inst.C.E.

The third pamphlet also contains two lectures, the first "On Choosing Materials and Methods of Construction for Modern Buildings," by R. Fitzmaurice, B.Sc., A.M.Inst.C.E., of the Building Research Station; and the second on "The Modern Treatment of Foundations on Difficult Sites," by A. Burnard Green, M.Inst.C.E. The price is 1s. net.

"British Experiments in Public Ownership and Control," by Terence H. O'Brien, published by George Allen & Unwin, price 10s. 6d. This is one of a number of studies under a research scheme promoted by the Institute of Public Administration. The Council of the Institute hopes that these studies will help to make available for all interested some part of the store of experience and thought relating to public administration which the various public services of the country possess. It is a study of the Central Electricity Board, the B.B.C., and the London Passenger Transport Board.

These three vital services are being conducted as public concerns, not along the lines of orthodox "nationalisation," but by Corporations endowed with considerable independence in the interests of business efficiency. The writer has examined these Corporations at first hand, and describes the powers granted to them by Parliament, the type of persons chosen to direct them, the manner in which they select and treat their staffs, the kind of relations they have established with the general public and the Press, and kindred topics. He regards their example and practices as a real contribution of direct concern to all citizens, towards resolving the conflict, inherent in a democratic State under the complex conditions of to-day, between "democracy" and "efficiency."

"Principles of Social Administration," by T. S. Simey (Oxford University Press, 10s.). The Oxford University Press has just published "Principles of Social Administration," by T. S. Simey, Lecturer in Public Administration in the University of Liverpool. In this book the author asks "What are the social services?" "Why is their administration worth studying?" and then proceeds to trade the growth of the social services in England in the last fifty years. In the second part of the book the author gives the historical background from 1834 to the present day. From this survey he debates the legislative and administrative principles which underlie the present system and is particularly concerned with the arguments for and against the increased local responsibility. The book includes a most valuable analysis of the various problems of local government and its relations with a central legislature, and also takes cognisance of the part played by voluntary organisations of social service. It should prove invaluable to students of sociology and to those interested in problems of government and national welfare.

PERSONAL

Mr. H. J. Martin, Master of Macclesfield Institution, was, at the Conference of the National Association of Administrators of Local Government Establishments held at Torquay on June 12, last, appointed to the position of Junior Vice-President of that Association.

Cardiff

The Annual Outing this year was to the Gower Peninsula as far as Rhosilly and Worms Head.

The party included the Lady Mayoress, the Deputy Lord Mayor and Deputy Lady Mayoress and other Members of the Council.

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Election of Members of the Board. Nominations for the two vacancies on the Board were received on behalf of:

Mr. J. W. Neilson	Glasgow.
Mr. W. A. Shee	Gloucestershire
Mr. R. P. Thorne	Cambridgeshire
Mr. W. H. Whinnerah	Manchester

On a vote being taken, Messrs. Shee and Whinnerah were declared elected, and briefly returned thanks for the continued confidence of the members.

Messrs. Jackson, Pixley & Co. were re-elected Auditors to the Association. Mr. E. P. Everest proposed a vote of thanks to the Board for their excellent services. The proceedings then concluded.